THE COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS

AASW

Volume XXV November 1943 Number 1

THE FRONTIERS FOR SOCIAL WORK are the case-load of professional problems. Shifting and changing with time, they mark our progress.

At the same time that no profession can afford to ignore what there is to be learned in time of crisis, the seeming newness of a frontier must not be allowed to interfere with careful scrutiny of its real part in the professional movement. Hazardous too could be a "war" approach which finds challenging only that frontier at which there is a sign—NEW.

Amply illustrative of the nature, the length, and the breadth of our expanding frontiers are the discussions in this issue which continue presentation of new ways in which social work practice should be—or is—applied to wartime conditions and the changing social structure.

Notice of Corporation Meeting

THE National Board herewith gives notice to all members of the American Association of Social Workers that a special meeting of the members will be held at the offices of the corporation, 130 East Twenty-second Street, New York 10, New York, on January 4, 1944, at 10:30 a.m. The purpose of this meeting is to adopt the bylaws for the new corporation.

♦ ♦ ♦

Action of the membership by mail vote in June 1943 authorized adoption of the present bylaws, revised to meet the requirements of the corporation laws of New York State, as the bylaws of the newly incorporated organization.

Address Please

MAIL addressed to members of the Association listed below has been returned by the post office. The national office will appreciate hearing from anyone who knows the present address of any of these members or those in the armed forces, listed on page 31 in this issue.

Violet G. Bemmels, San Juan, Puerto Rico
Nina Bickle, Billings, Mont.
James D. Brydon, New Orleans, La.
Margaret Conant, Little, Mass.
Rosalynd J. Fisher, New York City
Margaret Fredericks, Chicago, Ill.
Genevieve Friedenthal, Sacramento, Cal.
Mrs. Dorothy Humphrey, Baytown, Tex.
Abbott Ingalls, Albany, N. Y.
Glenn E. Jackson, Albany, N. Y.
Mary James, New Orleans, La.
Olive Kestin, New York City
Mrs. Dorothy D. McMichael, New York City
Alice Marshall, Omaha, Neb.
Mrs. E. Teya Newkirk, Aberdeen, Wash.
Margaret F. O'Neill, New Orleans, La.
Virginia Pfohl, Louisville, Ky.
Mrs. Helen Plutynski, Los Angeles, Cal.
Elisabeth Rapp, Shreveport, La.
Leonard Ray, New Orleans, La.
Margaret L. Siebert, Pittsburgh, Pa.
Alfred A. Shapiro, Paso Robles, Cal.
Claire Stong, New York City
Margaret Templeman, New York City
Carol Weaverling, Wilmington, N. C.
Mrs. Margaret P. Wilson, Los Angeles, Cal.
Ruth Wonacott, Santurce, Puerto Rico

TABLE OF CONTENTS

	Page
Social Work in the Security Program.... Dorothy C. Kahn	3
Detachment of Patients in an Army Hospital ..... Raphael Konigsberg	7
Organized Social Work at a New Frontier ..... Ben Rubenstein	11
A War Relocation Authority Community Philip Schafer	16
Conference on Nursery Education.....	19
A Strategy for Social Workers..... R. Clyde White	21
Association Program for Coming Year... Report on National Board Meeting	27
Social Workers on the Fighting Front...	31
Nominative Districts for 1943–44.....	34

THE COMPASS

Published six times a year: in November, January, March, April, June, and September by
AMERICAN ASSOCIATION OF SOCIAL WORKERS
Publication office 374 Broadway, Albany, N. Y.
Editorial and General office 130 East 22nd St.
New York 10, N. Y.

VOLUME XXV NUMBER 1

Officers

Grace L. Coyle, *Pres.* Margaret Yates, *3rd V-Pres.*
Ruth Gartland, *1st V-Pres.* Paul L. Benjamin, *Treas.*
William W. Burke, *2nd V-Pres.* Esther Twente, *Sec.*
Joseph P. Anderson, *Executive Secretary*
Elisabeth Mills, *Associate Executive Secretary*

THE COMPASS: Edited by the Staff
Entry as second-class matter at the post office at Albany, N. Y.

Acceptance for mailing at the special rate of postage provided for in Section 1103, Act of October 3, 1917, authorized June 28, 1924

Subscription: Non-Members $1.00 per annum. Subscription of members of the Association included in annual dues.

118013

SOCIAL WORK IN THE SECURITY PROGRAM

ADMINISTRATIVE INTEGRATION OF SOCIAL WORK IN A SOCIAL SECURITY PROGRAM WHICH INCLUDES SOCIAL INSURANCE[1]

Out of her rich background, **DOROTHY C. KAHN,** formerly a member of the AASW staff and until recently Director of the Department of Economic Adjustment and Family Service, National Refugee Service, brings to this subject a new point of view that should stir social workers everywhere to more intensive consideration of their obligations about social insurance as part of a social security program. Miss Kahn is a member of the AASW Committee on the Organization and Planning of Social Services and has had wide experience in both staff and volunteer capacities in working on the development of the public social services. She is now teaching social work in the public services at the Pennsylvania School of Social Work.

FOR more than ten years now it has been taken for granted that social workers have an important role in the social security program. To say that there is any common understanding of that role either on the part of the public, or representatives of other occupational or professional groups engaged in the program, or of the members of the social work profession itself, would be an error. In fact, confusions and dissatisfactions among social workers have contributed substantially to public misunderstanding and retarded progress in integrating social work into the security program in a healthy and non-controversial way. The need for clarity has reached a critical stage for two not unrelated reasons: first, the urgent necessity for economical use of available social work personnel, and second, the imminence of vastly extended social security programs at home and abroad. The most that can be attempted here is an examination of some of the factors that have obscured the issues and, if possible, to state some principles which would furnish a positive and acceptable basis for integrating the role of social work in the total security program.

In order to do this it will be necessary to make some assumptions which may in themselves be open to argument. Let us assume that the entire security program will develop more and more in the direction of social insurance. There are both philosophical and statistical reasons for this assumption. Philosophically speaking, a democratic society is bound to increase the demand for what the British call "cradle to the grave" insurance against social hazards, and for what American social workers have long insisted shall be "complete coverage." British insistence on elimination of the means test has not been echoed to the same degree in the U.S. (It would be interesting to speculate whether the wider use of social workers in the application of the means test in the U.S. had been in any way responsible for this difference.) But it is inevitable that this insistence would become clamorous here if a large portion of the public, which had tasted insurance, were to return to a means test for meeting their needs, as happened in Great Britain.

Fears about solvency of insurance funds are inevitable in a system where governmental subsidies are either omitted or included on an inflexible basis. The result is that conceptually we have inverted the pyramid of security provisions and made assistance basic, whereas ideally insurance should be basic and assistance supplementary. Here is a place where much clearer thinking needs to be done by social workers in their efforts to provide for individuals who necessarily fall through the coarse nets of one system to the finer mesh of another. If it is assumed that social work is concerned only with individuals left over by a graduated system of screening and not with the nature of the screen itself, or its use, then social workers must be prepared to accept for themselves a less and less important role in the security program as that program is progressively improved.

Statistically speaking, the largest single remaining category of public assistance will,

[1] This paper was presented at the Pennsylvania School of Social Work Summer Institute, June 1943, and is published here with permission of the School.

121115

within the next ten to twenty years, be almost completely replaced by Old Age and Survivors Insurance, as the present generation of workers reaches old age with insurance coverage, and the present aged population dies off. The extension of coverage in OASI, the addition of dependents' allowances to unemployment compensation and the initiation of disability insurance, will tend even more to replace assistance by insurance.

Let us assume that social work is indispensable in the administration of public assistance although the reasons for this may be various and at least some of them unsound. Let us assume also that there is a role for social workers in social insurances still be be defined.

It would be helpful to this discussion if we could make still another assumption regarding the relation of the individual and society. This one, I fear, will have to be examined. Simple stated, it is the principle that the fundamental interest of the individual is also the interest of a democratic society. It would be absurd to argue that the interests of society are always the interests of the individual. Each of us has his private war or wars. And there are forms of society that deliberately set themselves up against the individual in the fantastic, futile, and fatal aim of personifying the state. That, after all, is what the present world conflict is about. To the totalitarian, the individual is anathema. To the democrat, the individual is paramount. A democratic society is necessarily rooted in a concept of mutuality between the interest of the whole and its parts. It is only when this principle is lost sight of in minority domination, in benevolence versus the common weal, or in the tyranny of one group over another, that true conflict appears. It would be fascinating indeed and perhaps a great economy in legislative time and energy if this acid test could be simply applied to all our laws and administrative procedures. Social workers have been such avid watchers of this principle—and it must be granted that they have needed to be—that some of us have been led into the error of believing that the continuous and inevitable struggle for realization of truly democratic legislation and administration is equivalent to struggle between the individual and society itself. This error has led to a whole range of conflicts within our field—between social action and case work, community organization and case work, and last but not least, between one group of case workers, operating on the theory that a person who is in need is helpless and isolated, and another, proceeding on the assumption that the person in need is a self-maintaining social being who requires certain aids for a given period for reasons which, for the moment, he cannot control.

This conflict among case workers has not been adequately explored and its significance has not been fully recognized. It has an important bearing on the problem we are exploring here. It accounts in large measure for the presence of case workers in public assistance agencies in the early days when many voluntary agencies were willing to grant the need for public funds but considered their administration a transfer of the investigatory process with retention in the more sophisticated agencies of "case work skills." It accounts also for the wholesale transfer of staff capable chiefly of "manipulative" treatment, a staff which it took the public agencies years to weed out or retrain. It accounts also for the violent resistence to the concept of eligibility determination on a case work basis and for the recurrent emphasis on rehabilitative functions, as if these were different, separate and more respectable than "mere relief giving." More important in terms of this discussion is that it accounts for the current idea that case workers are universally required in the administration of relief and never or seldom in the administration of insurance. One of the most revealing comments made to me in the course of the study of training needs for the public social services [1] was that of a manager of an Old Age Insurance office, before the addition of survivors insurance to the program, who stated that when this feature was added they would need social workers. When asked why, he said "to prevent these young widows from going to work or marrying again, while they are drawing benefits."

The identification of social workers with some form of protection of the public purse will undoubtedly persist beyond this generation, chiefly because social work has done such a magnificent and economical job in this respect. The job has been admittedly economical not because that was its object but because it was inevitable that it should be so. One city only recently undertook to utilize these skills in relation to rationing of automobile tires. The point that the most ardent admirers of social work skill in this area wholly miss is the point also missed by those who, in WPA days, objected to social

[1] Education for the Public Social Services—American Association of Schools of Social Work, University of North Carolina Press, 1942.

workers as "penny pinchers" and "pantry snoopers," and by those who today resist their employment in the insurance area. That point is that where social work has succeeded, it is not because of gifts of clairvoyance, detection, and subtle invasion of the individual's private life and rights, but wholly because of skill in establishing a responsible relation between individuals and their government. More and more the individual seeking assistance is indistinguishable from the insurance beneficiary. The contrast between benevolence and justice still persists in the minds of some legislators or administrators. Thanks largely to social work, it has almost ceased to exist in the minds of the recipient of either form of payment. Thanks to our growing realization of the full meaning of a democratic society, the old dichotomy between rights and needs is disappearing. Benevolence has no place in a democratic government. What any one of us needs he has a right to, within the law, provided only he can secure it without jeopardy to the rights of others.

The success of social work in the administration of public assistance rests solely on its ability to enlist the client group in understanding the basic law and its intent, reducing to a minimum the fears and other conflicts that have traditionally accompanied the receiving of grants of money, and replacing these with a sense of rights and responsibilities. Social work does this not only by its treatment of the individual client, but by the administrative procedures and policies it sets up for carrying out the intent of the law. It will be necessary to return to this point later as a central feature of any definition of the role of social work in a security program, but it is dealt with here as a part of the necessary assumption that client and beneficiary are not pariahs in a benevolent society, but are exercising their rights as citizens in receiving benefits just as truly as is the family that sends its children to the public school or the man or woman who pays his income tax. In any of these situations there may be anti-social manifestations on the part of individuals or even groups. Efforts to limit or counteract such manifestations are in the interest of the total group or society as a whole. Viewed from this angle it would be interesting to see what millions could be saved the government by utilization of the social work approach to income tax evasion. It will not be misunderstood, I hope, if I say that it is the frequent absence of such an approach to social insurance which is chiefly responsible for the kinds of miscarriages of justice represented, for example, by collusion between employer and employee, or evasion of employee rights by employers, or irresponsible use of such "rights" by employees.

The foregoing constellation of ideas is something social workers do not like to talk about. We think we are past that point. A few of us are, perhaps. It is not a nice point. But if we were really past it, why would so much energy and ingenuity be required to establish it as basic in the training and education of young workers in understanding behavior? Why would so much energy and ingenuity be required to present it to the public in the form of publicity and interpretation of social work? And if the public understood it, why would eight out of ten Sunday sermons be devoted to an examination of the various facets of the concept of human dignity and worth? Why would William Saroyan have stepped down from the pinnacle of abstruse philosophy he customarily enjoys to present in "The Human Comedy" a saccharine, sentimental picture of life in its naked and unheroic decency? Why would Thornton Wilder have constructed a bizarre drama that straddles contemporary society and the ice age to do the same thing? It is, I venture to suggest, because from Isaiah to the framers of the Declaration of Independence and from the authors of the Bill of Rights to the modern social worker, we have not fully succeeded in establishing this as a *basic assumption* in our developing programs of social cooperation. An examination of the history of various social experiments from this point of view would, I believe, yield the conclusion that their successes were rooted in a consistent regard for the capacity of the individual to collaborate with the group, and their failures were due to an impatient imposition of unnecessary controls or timidity in developing facilitating procedures for the realizatio of common ends. It would be impossible for our purposes to over-emphasize this aspect of our problem, and although no adequate exploration of it is possible here, consideration of it is fundamental to any definition of the role of the social worker, provided one believes that a major ingredient of the social worker's skill is his ability to appraise the human mechanism and to imagine and develop methods for release of its maximum social effectiveness. Before leaving this point I would like to refer to an observation recently made by a young person who has escaped from Nazi Germany within the last few years. It is to me one of the most shocking evidences of the effect of a totalitarian government on the human spirit and at the same time a tribute to an obvious but too frequently over-

looked feature of our way of life. She said, "One of the most interesting things about America is that most people do not seem to think of evading the law, even when nobody is watching."

Against this background, the following questions must be examined in defining the role of the social worker and achieving administrative integration of social work in a social security program:

I. Has social work a place in agency programs not exclusively devoted to social work, specifically social security?
II. Can social work function where it is not the only or dominant skill?
III. Where can social work skills be most effectively and economically utilized?

Has social work a place in agency programs not exclusively devoted to social work, specifically social security?

Few of us would contend that operation of a security program is the exclusive area of social work unless social work is defined much more broadly than is customary. Certainly social workers are not the only natural proprietors of the nation's social purposes. It would be impossible to operate a social security program of the most limited scope without utilizing extensively other professions and occupations. Actuaries, lawyers, physicians, nurses, personnel technicians, economists, statisticians, publicists and a wide variety of clerical skills are as indispensable as social workers. (You may have noted that I did not list administrators separately because any one of the above technicians may be an administrator, and all of them *must* be, to a degree.)

Social workers have had a rather parochial history. We have tended to gravitate to agencies, the functions of which were fairly limited to certain things which we, and no others, could do. This is a fact and not a criticism. It is, moreover, a fact which is chiefly responsible for the development and refinement of our skills. As a profession, we have been timid about auspices—justifiably so.[1] Perhaps we have been more timid than discriminating. Some social workers, for instance, have gone with little hesitancy into positions in credit and loan corporations. But we are told that when the Bureau of Old Age and Survivors Insurance sought social workers for certain positions, they had great difficulty in persuading qualified candidates from the civil service lists to accept these posts, even before the present shortage of personnel was not as great as is now alleged. It is equally rare to find a social worker in either unemployment compensation or the employment services where the positions available are not specifically designated as social work positions. The current need for employment counselling which could be met by social workers in the employment services has been largely ignored by the service itself and dealt with by social workers as a prerogative of the private case work agencies, a strategic error of no small significance.

On the other hand the contribution of social workers where they have been used in these services, has been notable and recognized, as it has been in other places less obviously calling for their skills, such as the Selective Service System, the Immigration Service, etc.

The study of training needs in the public social services showed clearly that the same skills needed in the administration of public assistance were required in the administration of the social insurances, and that training facilities were meagre or little used. There has also been some fear of developing social work services in the insurances lest these compete with or assume the prerogatives of existing services in public assistance offices. Here again is a question of strategy or at least of choice. It seems to me unlikely that these other services will discover the significant contribution of social work to the administration of insurance, so long as the concentration of social work skill is in an area so exclusively devoted to the administration of means tests. Nor is the problem solved by increasing protests that the assistance agency is interested in "something more than mere cash grants." This is escapism, not progress. The main business of public assistance is cash grants. So is this the main business of the insurances. Admittedly there are substantial differences between them which cannot be examined here. The great mistake is that the former is assumed to be inherently demoralizing and hence in need of social work to redeem it, and the latter inherently rehabilitative and hence under no such necessity. There is no use denying that this assumption is a fairly

[1] See THE COMPASS, June 1943, for further exploration.

(Continued on page 24)

THE DETACHMENT OF PATIENTS IN AN ARMY HOSPITAL

RAPHAEL KONIGSBERG, 1st Lieutenant, Medical Administrative Corps, tells of one social worker's job in the Army. Prior to being commissioned in the Army, in October 1942, Lieutenant Konigsberg was Director of Social Service and Public Relations, Los Angeles Sanitorium, and earlier had been district supervisor in the Los Angeles County Relief Administration. For several years he had been a member of the Executive Committee of the Los Angeles Chapter.

The gray-haired private—he was fifty years old, tall and sturdy—saluted smartly and asked, "Sir, may I speak with the lieutenant?" Returning his salute the officer asked him to be seated, and urged him to speak freely for he was obviously under a strong compulsion to talk.

"You see, sir," he began, "They've decided to discharge me from the Army—I'm getting arthritis bad—and I want to stay in the service. Is there anything the lieutenant can do about making it possible for me to stay in?"

"Don't you think the doctors know what is best for you?"

"Maybe so, but I—I can't go home now."

"Is there something troubling you that we can help you with?"

"Well you see, sir, I've only been in the Army three months. I enlisted because —well—I wanted to do my bit. If I go home now—I live in a small town—they'll all say 'The old fool should have known better in the first place—thinking he could keep up with the young fellows.'"

Case number two: the veteran of the fighting in Tunisia was reported as being six hours late from pass. When he appeared before his commanding officer (whose job it is to mete out proper punishment for delinquencies) he said that he had been in town about twenty miles away and had missed the bus.

"Why did you miss the bus?"

"Well, sir,—uh—I—I was asking the young lady to marry me and—uh—it took longer than I thought."

Case number three: the armored-force sergeant settled on his crutches in front of the commanding officer's desk and said, "Sir, how can I get some money? I haven't been paid for three months, and I'm going home on furlough. I haven't seen the folks for nineteen months."

The three cases briefly described above spotlight the day-to-day problems which face the commanding officer of the Detachment of Patients in an Army general hospital. They illustrate also why it is important to have in such posts officers with social-service background.

For the past eight months the writer has served as commanding officer of the Detachment of Patients in one of our Army general hospitals. The experiences during those eight months with soldier-patients (war-wounded as well as those who have become ill or were hurt in the United States) have demonstrated the usefulness of social-service skills in the work with these patients, and suggest that the AASW might well consider planning with Army authorities a program for utilizing social workers in such positions in the Army. (It should be made clear at this point that the services referred to are not those provided by the American Red Cross; they are services within the military organization itself, outside the sphere of that agency's activities.)

It will be well to sketch first the organization and function of an Army general hospital and the role therein of the office of Detachment of Patients. The word *detachment* may be defined as *group* or *body*. It is also a term of military organization, like *company*. Thus "Detachment of Patients, ——— General Hospital" is a military term comparable to "Company B, 396th Infantry"; it is a means of identifying the organization to which the soldier-patient belongs. When a soldier on

duty becomes sick or is hurt, he and his records are transferred from his own organization to the Detachment of Patients of the general hospital to which he is sent for treatment; and the Detachment then becomes responsible, directly or indirectly, for practically all matters pertaining to his military status.

As emphasized in the technical manual governing such installations:

> A general hospital is designed to service general and special rather than local and ordinary needs. . . . The control of general hospitals by higher authority is so arranged that it is subjected to a minimum of administrative interference in its work. Since the work of a general hospital is largely of a professional nature it has been found that the service can best be carried on untrammeled by direct military control. Within the continental limits of the United States the general hospitals function under the control of the Surgeon General, subject to (certain exemptions). The senior medical officer on duty with a general hospital commands it and, within the continental limits of the United States, is not subject to the orders of a local commander other than the commanding general of the corps area in which the hospital is located. . . .

Army general hospitals are divided into medical, surgical and administrative services, the chiefs of these divisions being responsible to the commanding officer of the hospital. One of the commanding officer's chief administrative aides is the Registrar, who is responsible primarily for admission and discharge of patients and for keeping their medical records in order. The office of Detachment of Patients is generally subordinate to the Registrar.

The chief responsibility of the commanding officer, Detachment of Patients, is the military discipline of the soldier-patients in the hospital. It must not be forgotten that although these men may be sick or wounded, they are at all times members of the armed services of the United States, and as such subject to all the rules and regulations of the Army, including the Articles of War.

True enough, the military atmosphere in a general hospital is not as evident or intense as it is in an infantry regiment; except for the sight of a uniform and the hearing of reveille and retreat there is not a great deal to remind the patient that he is in the Army, or to impress him with military discipline. And it is not difficult to understand how soldiers, after a period of extended treatment in the hospital, may forget they are soldiers. This is especially true for those who have been in the Army for a very short time. Such factors must be taken into account in adjudging the guilt of a delinquent.

When a soldier or WAC commits some infraction of the rules while a patient in the hospital it is the duty of the commanding officer of the Detachment to investigate the incident and mete out proper punishment where warranted. (Social workers, trained not to be judgmental, may find adjustment to such duties difficult.) The punishment must be swift and certain. There are limits set on the amount of time which the officer may permit to elapse between the commission of the offense and his taking action. Limits are set also on the types and amounts of punishment which can be handed down by the commanding officer. He is governed by Article of War 104 which states in detail that as " company punishment " no commanding officer may give more than one week's restriction to certain areas, or one week's extra duty, or one week's denial of privileges (such as passes).

Military punishment is of two kinds: company punishment and the sentence of a court-martial. The latter may range from two week's restriction and forfeiture of $5.00 to life imprisonment or forfeiture of life. The commanding officer of the Detachment of Patients—or of any military organization—can give company punishment only when soldiers commit minor offenses; if more serious violations occur he must prefer court-martial charges against the soldier. It is clear therefore that the power vested in a commanding officer is a great one indeed; and grave is his responsibility. The fate of the soldier's military career, and sometimes his civilian career, may rest on the good judgment of the officer. His decisions must be sound. He must ensure fair treatment to all; he must be alert to safeguard minority groups. Above all, there must not be any abuse of the power and authority placed in him.

The objective of military punishment is never that of revenge. This is fundamental to an understanding of the entire process of military discipline and justice. The primary objective is to educate and rehabilitate. This fact is emphasized repeatedly in official publications and regulations. As long as there is the slightest hope that the soldier may in some way become useful to the Army, every opportunity is given him to redeem himself.

Deep concern is shown in Army regulations for the safeguarding of the individual's dignity and personality, as well as his physical well-being. Army publications even go to considerable detail on this point: for ex-

ample, the commanding officer is urged to avoid at all costs humiliating a soldier while investigating an alleged offense, never to criticize him in the presence of others.

Interestingly enough, increases in delinquencies in a military organization and persistent high rates of offenses are considered by higher military authority more of a reflection on the commanding officer of the organization than on the caliber of the enlisted men. Failure to develop a body of good soldiers is considered a failure of leadership—and dealt with accordingly.

This reflection on the commanding officer, however, cannot pertain in like degree to a commander of a Detachment of Patients. The reasons are, obviously, that: (a) in a hospital we are dealing with sick people; and (b) opportunities for training and controlling the enlisted men are far greater in a field unit where the men are constantly under the surveillance of the commander and his aides. In a hospital the commander has no comparable opportunities to train his men, the patients. The primary responsibility of a hospital is medical treatment; and so it is the ward surgeons, the nurses, and the wardmen (the enlisted men who serve as orderlies) who have closest contact with the soldiers, not their commanding officer. Furthermore, soldiers are in hospitals for comparatively brief periods and consequently there is not the advantage of training over a long period.

So much for the duties of the Detachment of Patients commander which deal with military discipline. The second major function—as the writer has experienced it—is helping soldiers with the many personal problems besetting them in the military service. These are matters of pay, allotments to dependents, government insurance, purchase of bonds, provision of clothing and uniforms, handling of civilian creditors, collection of debts from other soldiers, previous military offenses (those committed at other posts), long-lost wives who seek and obtain allotments, infidelity, and the many problems involving the entire gamut of human relations.

Not all these matters are handled directly by the office of the Detachment of Patients. Many of them are referred to other departments. For example: pay matters are taken care of by the Pay Roll Section; allotment problems by the Personnel Section; case work problems by the American Red Cross Unit. But all these matters clear through this office at some point, the steps toward solution of them usually originate here, and so the commanding officer and his civilian and military assistants must be familiar with military organization and administration and know the operation of their own hospital. The point is that the initial discussion of the soldier's problem is generally with the commanding officer—and the initial interview, as we know, is crucial.

Situations arise—as they do in every social agency—which cannot be helped by available resources; and there are others in which the agency's regulations prevent assistance. For example: recently a young soldier who had participated in the African invasion was given an honorable discharge from the service, having been incapacitated by a gunshot wound. He inquired why he had not been given the Purple Heart Medal, as had others of his wounded comrades. He was asked if he had been wounded in action against the enemy, and he said, "Not exactly, but I was assigned to teaching French soldiers the use of American weapons and one of them shot me accidentally. I know Army regulations say the Purple Heart is given only to those wounded by enemy action, but I received my wound in the line of duty and I don't see why I am not equally entitled to the medal." It was evident that he was deeply concerned about this matter and so he was asked, "Why do you feel it so important to have the Purple Heart?" And he replied, "Well, when I was home on furlough last month no one would believe that I was shot in line of duty and they made wise-cracks about my shooting myself just so I could get out of the Army, and when I looked for a job they thought the same thing."

The case is cited because it involves factors similar to those in the first case given at the start of this paper—the problem of community attitudes—and points toward a type of situation which is going to arise frequently in the future, one demanding considerable community education. Here is an area of service in which social workers can be helpful.

While the major duties of the Detachment of Patients commander are similar in every hospital, other duties may be assigned, depending on the problems peculiar to the hospital concerned, the previous training and experience of the commanding officer, and the policies of the commanding officer of the hospital. As an illustration: some months ago the American Bar Association and Army authorities set up a plan for free legal assistance to members of the military services. Committees of attorneys throughout the na-

tion volunteered their assistance. The Army established Legal Assistance Offices at the various posts and commands. The writer, although not a lawyer, was appointed Legal Assistance Officer because it was the patients who would need most of this free legal service, and he was their commanding officer. He, in turn, designated as his assistant an enlisted man who was an attorney. Patients, as well as other personnel at the hospital, come to the Detachment of Patients commander, discuss their problems with him, and if he feels legal assistance is indicated, he calls in the attorney. The last regular report of the Legal Assistance Office shows the following types of cases handled: divorce, landlord and tenant, mortgages, wills, income taxes. There have also been cases involving paternity charges and responsibility for children of a previous marriage.

The problem of patient morale calls for attention at this point. It would appear that this vital problem by its very nature must be the primary concern of the Detachment of Patients. Yet this is not the case, for the simple truth is that the morale of soldier-patients depends upon all the departments and upon all the individuals in those departments who come in contact with them. It depends on the soldier's own inner resources, on what he reads in the papers and magazines (they were very much disturbed by Max Eastman's recent attack on our Russian ally and were given a great " lift " by the President's promises of postwar aid to soldiers.) Morale depends also on their receiving their pay promptly, upon the letters from loved ones, upon the entertainment given them (for which the Red Cross is responsible), et cetera, ad infinitum.

Of all personnel in a general hospital, it is the wardmen who come into most frequent contact with the patients. It is obvious therefore that the caliber of these men is an important factor in providing the atmosphere and service essential for high patient morale. Consequently we have helped plan and conduct training programs for the wardmen. We have found it especially valuable to emphasize to the men the significance of their role in the total war effort of the hospital, the Army and the nation.

An illustration of an added duty for the Detachment of Patients Commander—most Medical Administrative Corps Officers have more than one job—is the writer's responsibility as Director of the Army Orientation Course at this hospital. The course was ordered established by the War Department with this simple powerful objective: the soldier who understands why he is fighting is the better soldier. In this hospital the course consists of: (1) weekly discussions on the separate wards of current events on the military and home fronts, (2) weekly showings of Office of War Information and other governmental films, (3) selected daily radio programs—all concerned with the basic issues of this war. The program is carried by four soldiers who act as discussion leaders. In addition to interpreting current military, political and social events, it is planned to have regular discussions on such issues as: the minorities and the war, labor and the war, social security and post-war planning. To help introduce the orientation course here we delivered four lectures: Why is the United States at war? What is my stake as an individual in this war? What are the United Nations fighting for? and, Who are the United Nations?

These orientation meetings with soldier-patients have revealed three deeply significant facts—which will not be news to informed persons: (1) the profound native sense of justice and decency inherent in our soldiers; (2) their woeful lack of political and ecenomic information; (3) their own recognition of this lack, and intense resentment, and their great hunger for knowledge and understanding. Those who have been responsible for the failures of our educational system and our newspapers have much to answer for. And in the long run they are sowing seeds of their own defeat—if the opinions of our soldiers are representative.

It is at these current events discussions especially that the extraordinarily high morale of our fighting men is displayed, particularly on the part of the men who have participated in overseas battles. And it is this which illuminates what is probably the most stirring and pregnant fact of this era: that it is these American boys, youngsters who were " coddled " by relief and NYA and WPA, the young men whom our native American fascists (as Vice-President Wallace called them) have incessantly disparaged, these office boys from Cleveland, garment workers from New York, auto workers from Detroit, farmers from Montana, Negro and white, Protestant, Catholic and Jew, who, in union with other United Nations youth, have been crushing the professional militarists and the ideology of the " master race ", and building the firm foundations for the better world which history and the onrushing centuries-old march of the common man make inevitable.

ORGANIZED SOCIAL WORK AT A NEW FRONTIER

An experiment in counselling service for war workers is described by **BEN RUBENSTEIN,** Chairman of the Workers Counselling Service set up in Detroit by union social workers and operated through a local of the United Automobile Workers of America. Mr. Rubenstein is a psychiatric social worker at Eloise Parole Clinic, Eloise, Michigan.

LATE in December of 1942, a small group of social workers met informally in Detroit and discussed the current national concern regarding absenteeism of war workers. Each member of the group, drawing on his own experiences, spoke of the difficulties war workers were having with housing, debts, and child care problems. Another person mentioned that a sizable portion of the workers were new residents of the city and unaware of the community's resources. This did not explain why older residents were not using social agencies. It was recognized that many workers had been former relief clients at a time closely associated in their minds with suffering. Social agencies were doing little to examine their services in the light of these changing needs.

Out of this discussion developed the idea that a committee should be formed to explore the possibilities of bringing the needs of the workers in closer relation to the agencies which might help them. This might be done, it was seen, by establishing an experimental social service project in the offices of a union local. The committee was to be made up of representatives from the three unions in the city which had social workers in their membership: Local 79, State, County and Municipal Workers of America, CIO; Social Service Employees Union of Local 16, United Office and Professional Workers of America, CIO; and Local 658, American Federation of State, County and Municipal Workers of America, AFL. The committee consisted of three members from each union. Two were supervisors, six were case workers, and one was a community organization worker. In the weekly meetings which continued until the project itself was initiated there were painstaking discussions about objectives, procedure and philosophical points of difference. General agreement was secured that:

1. The function of the project was that of a referral center
2. There was to be no duplication of existing facilities
3. No care of a continuing nature would be attempted
4. Emphasis would be placed on interpretation of community resources

The nature of the case work approach was discussed since a new element was now involved, namely, that both the social worker and the client were union brothers. It was felt that this element could only expedite the case work process. Responsibility to labor in giving the best possible skill and interest was recognized, and with it the determination to illustrate to workers the potentialities of social service.

By January 15th the committee was ready with its program and had established criteria for the selection of a local. The choice was to be based on its small size, the progressiveness of its leadership, and the varied composition of its membership, i.e., number of men, women, Negroes, and migrant workers. Local 208 United Automobile Workers of America—CIO was finally selected: it had 8000 members, 50 per cent Negroes, 40 per cent women; it was a democratic and active union; the business agent was co-operative and knew his union intimately.

A carefully prepared statement was presented to the local's executive board, describing the project's objectives and organization. It was to be a part time volunteer service to provide counselling service for specific problems, and was to be staffed by professional social workers only. Its name was to be the Workers Counselling Service. Accurate statistics were to be kept. The local was to provide office space and materials and all records were to be kept confidential. Emphasis was put on the fact that this was a service which the social work union wanted to offer to this union.

The executive board's reactions were interesting. One member wanted to know if the service could help with a child care problem of which he was aware. Another wanted to know specifically what service the community

agencies would give to the worker. A third member was suspicious because the project members did not want to be paid.

The project was approved and the committee then mailed a statement about the project and a questionnaire to 80 social, legal, medical and group work agencies in the city, acquainting them with its objectives and asking them for a statement regarding eligibility requirements for service and their schedule of office hours. Most of the agencies responded quickly and pledged cooperation. The next step was to prepare a letter to the stewards of the union. It was felt that the stewards were the key people to whom workers traditionally turned for help. Workers are suspicious of foremen but will trust a steward. The letter was rewritten six times before it was felt that the stewards would understand its message. Social work terminology was painfully deleted. The term counsellor was substituted for social worker. The committee then met with the stewards for discussion of the letter. The stewards reacted slowly but constructively. They presented problems which they were meeting and these were discussed. Attempts were made to establish shop committees to promote the service. Further publicity followed. A large placard was placed on every bulletin board in the plants. It announced the project, its services, its hours, and its location. Publicity appeared in the local's monthly newspaper and its membership meetings were addressed by committee people. At these meetings case studies were presented by way of illustration of the service. At the end of April a pamphlet was sent to the workers, the contents of which are reproduced at the end of this article. The back page of the pamphlet carried a list of the services offered. One included on the original list—Personal and Family Difficulties—was removed in later publicity because it was found to have little meaning for most workers. The project was to remain open two evenings a week and Saturday. It was decided to use two committee people to do counselling each of these periods and to involve more people if necessary.

From February 15 to May 30, 1943, 174 problems were brought to the Worker's Counselling Service by 167 workers. 120 of these problems were related to income tax, a service which the committee had listed with some trepidation. As can be expected, since many workers were filing returns for the first time, this service was extremely popular. The counsellors had to read all available literature about the procedures in order to help. The business agent, on perceiving the demand for the service, later employed a full time person to assist the workers. This service did provide the opportunity for the counsellors to meet the workers and to acquaint them with the project.

The final analysis of the problems as of May 30 was as follows:

Income Tax	120
Legal Aid	11
Personal and Medical	9
Housing	7
Evictions	6
Child Care	6
Military Service	5
Garnisheements	2
Financial Aid	3
Miscellaneous	5
	174

All but 10 of the workers who used the service were men; 50 per cent were Negro. Exclusive of the group assisted with income tax problems, 77 per cent had been employed in the plant less than two years and 45 per cent had come to Detroit within the last five years.

By prior agreement, housing problems in most instances were referred to the International UAW Housing Committee. This committee, by utilizing the services of the housing agencies, was able to solve easily the problems of the white workers, but had considerable difficulty with helping the Negro workers because of the general Negro housing crisis. Case work skill is indispensable in dealing with this type of problem. For example, one worker left his job to come to the counselling office, relating his problem in a tense emotional manner. He lived in a double house, with the landlord occupying the other half. The landlord, deciding that he needed another bedroom, was going to cut through the wall the next day and take one of the worker's rooms. The worker's reaction was not one of rage or concern; rather resignation that if the landlord did so he would have no choice but to leave his wife and two children. The casework implications of this alternative are apparent.

The military service problems likewise indicated the need for case work skill. A young worker came in one night and quietly asked for help in avoiding induction into the Army. With some encouragement he stated that since his father had died, ten years ago, he had been supporting his mother and a twenty year old sister who had never been out of the home. He felt that his situation was comparable to

that of a married man with dependents and his mother and sister needed the protection he furnished. He was certain that his impending induction would kill his mother. The counsellor, recognizing the worker's great anxiety, suggested the value of continued discussions about the family situation at a family agency and this he readily accepted.

Legal problems are of vital concern to many workers. The Legal Aid Bureau gave excellent assistance, except in several instances considered to be outside its scope, where a great deal of money was involved or where it was felt the case might be a lengthy one. In these instances the workers were referred to offices of International UAW attorneys. The counselling service, in this area, performed the vital role of quickly relieving the worker's anxieties by referral to an attorney who frequently could then represent the worker without necessitating his absence from his job. The counsellor's role was that of clarifying the problem and suggesting resources. The case of one of the eleven workers with legal problems has interesting side lights. This worker, with his wife and five children, had moved forty miles from the city last year in order to find adequate housing. Suddenly he was given an eviction notice and his water was cut off by the landlord. The nearest water was three miles away. In his effort to solve the problem, he was preventing four other workers, who shared his automobile, from coming to Detroit to work. The nearest regional OPA office informed the counsellor that the eviction was illegal. The State Health Department ordered the landlord to turn on the water.

The majority of the medical cases were serviced by routine referrals. However, the case of one worker shows the definite need for diagnostic skill. Mr. M. asked for help in paying his income tax. Discussion revealed that he was steadily losing time from work because of headaches. He had been transferred from a skilled to an unskilled job because of his inefficiency. He had fallen into debt it seemed, his car had been repossessed and his furniture had been given as collateral for another loan. His wages had been garnisheed. Finally, he began to talk about his wife, who had developed fainting spells since the birth of a baby last year. She had attempted suicide several months ago. Further, he had been classified by his draft board as 1A. He was referred to a family agency, which reported several months later that Mr. M had been helped with his legal problems satisfactorily, had been given a small loan, and his wife had been given convalescent care.

Initially the Counselling Service was able to do little with the requests for nursery care beyond directing attention of the proper authorities to these needs. In one instance, a camp referral was made. Requests for financial aid were all handled by referrals to either public or private agencies.

Some of the feelings which the workers developed about the service might best be illustrated in the following abstract from a counsellor's notes about an incidental service:

> Mr. H., a rather self-effacing little man, didn't want to sit down. He just wanted to find out where one can be married without a five day wait. He saw the counselling sign in the shop, so he thought that it would be the best place for information. . . . Will call Thursday evening for an answer. Employed since last November. Seemed rather pleased to have a chance to look over the hall. He had never been here. Gave him some literature.

In all, 14 community agencies were used 57 times. In each instance the agencies were cooperative. Referrals in most cases were made by letter with enclosed summaries. Where requested, agencies sent back periodic progress reports. When it was necessary to use additional counsellors, professionally trained people were secured. Most of the workers had confidence in their counsellors. This was substantiated by the reactions of the stenographic staff of the local who were initially skeptical of the service but who before the end of the experimental period, were discussing their own problems.

At present the future of the Workers Counselling Service is being discussed in one of the regional offices of the UAW. This region includes over 100,000 workers and the proposal recommended by several locals calls for the establishment of a permanent office to be staffed initially by one worker. Acceptance of this plan moves slowly but steadily with labor's greater recognition of its responsibility for the welfare of its membership. The aims of labor and of social workers are mutually one of service to workers. Yet social work must prove itself by concrete actions. In every American community labor welcomes help from social workers with its manifold problems of child care, health and welfare. This is one of the new frontiers of social work. Throughout the country organized social workers who are aware that their skills have a legitimate place in helping to solve the problems of war workers, are opening new vistas of service.

'I Have a Problem'

LOCAL 208
UAW-CIO

IF You are in poor health,
You are going to be evicted,
Your children are alone while you work,
You are going to be drafted,
You are having debt trouble

THEN YOU HAVE A PROBLEM!

You are not alone. Your Union wants to help you. A service has been set up for this purpose.

* * *

The Place for Your Problem Is:

Workers Counselling Service

Where you can talk to people who are trained counselors. They will listen to your problems and either help you directly or else send you to a place that will. Whatever you tell them will be held in strictest confidence. These are some of the problems which union members have brought to the Worker's Counselling Service.

♦ ♦ ♦

Case 1

Brother Nelson came to us and said "I have a problem." He told the counselor that last summer his wife gave birth to a baby, after which she became easily upset and fainted often. Brother Nelson worried about her and stayed home from work to help her. He began to develop headaches and found it hard to do his job well. He was transferred from a skilled to an unskilled job. His wages were lower and as his doctor bills mounted, he went into debt. His wages were garnished and he became very discouraged. An alert steward sent him to the Service. He told us his trouble and we quickly sent him to an agency which arranged for hospital care for his wife and helped him straighten out the legal matter of the garnishment.

Case 2

Brother Smith also came to us and said, "I have a problem." (He told us that he had received an eviction notice. He was very upset because he had an infant son and didn't want him to be put out on the street. He had lost a lot of time from work, looking for a place to move and a way to hold off the eviction). We contacted the OPA and the landlord, and the eviction was withdrawn.

Case 3

A rapidly developing problem is illustrated by Sister Jones' situation. She had been referred to us by a committeeman because of the large number of days lost from work by her efforts to plan for her children. (Sister Jones said that she was forced to remain home for six weeks. For the past two weeks a neighbor had taken care of her four year old son, and her ten year old boy had been caring for himself. Now, the neighbor refused to continue with this plan). We told Sister Jones that although no nursery existed in her neighborhood, immediate steps would be taken to see that one was created, a nursery where her children would get their meals, a nap, and the careful interest of a trained person. This will permit her to concentrate on her job without worry and to produce for Victory.

Case 4

Another problem which is becoming more and more common is seen in the situation of Brother White who was referred here by the steward in Plant Two. He said, (his wife has just had a baby and he received his draft questionnaire yesterday. What will happen to her and the baby?) The soldier's allotment for dependents was explained to him. He was informed of the organization that took care of Servicemen's families. This agency would maintain a watchful eye on his family during his absence and would provide additional funds for their care when indicated. He raised other questions regarding debt and mortgage payments. These questions were handled by sending him to a law office which prepared the necessary forms for him.

♦ ♦ ♦

SAVE YOURSELF

TIME!

MONEY!

WORRY!

Local 208 Workers Counselling Service

This Counselling Service has been established to help you with your personal problems, such as:

1. Child care
2. Draft and military Service
3. Legal matters and evictions
4. Medical care and health
5. Debts and garnishments
6. Personal and family difficulties
7. Recreation

HOURS

Tuesday and Thursday evenings 7:00 to 9:00 p.m.
Saturday 9:00 to 11:00 a.m.—2:00 to 4:00 p.m.

TELEPHONE ME. 3040
At the Headquarters - - - 2123 Gratiot

THIS SERVICE IS FREE

A WAR RELOCATION AUTHORITY COMMUNITY

PHILIP SCHAFER, Assistant Project Director, describes the Minidoka Project, one of ten projects established by the War Relocation Authority to provide care for and to relocate approximately 110,000 Japanese-Americans evacuated from the Pacific Coast and prohibited from returning by reason of military exclusion orders. Before undertaking his present work, Mr. Schafer supervised the evacuation of the Japanese-Americans from the northern sector of California, acting as Area Supervisor for the Social Security Board, loaned by the New York Regional office of the Social Security Board where he was Regional Representative.

ON August 10, 1942, there disembarked from the train on the edge of the Idaho lava beds a cadre of Japanese-Americans, the vanguard of some ten thousand to follow. These people were taken by truck to their future home, a roofing-paper city still in the process of construction and suspended in a cloud of lava dust. These people were merchants and small shop keepers, tradesmen, lawyers, physicians, and in fact every type of individual from laborer to skilled artisan, and they came in the main from the urban areas of the Northwest Pacific States. They came from good homes and poor ones, and had lived as normal residents of these communities since the time of their immigration, raising their children in the traditional American manner and educating them in the schools and colleges of that area.

On the first train there was an elderly Japanese man who had suffered a stroke enroute. He was placed in the Project hospital but during the first week he died. Immediately it was necessary to galvanize into action all of the forces necessary to care for this situation—steps so taken for granted in a normal, organized community. A cemetery had to be scraped out of the sagebrush; a committee gotten together to inventory and probate the man's possessions; a crew organized to dig the grave, with considerable confusion as to the dimensions of a rough box; the contracts to be let for embalming and burial; arrangements for transporation of the deceased and friends to the newly-formed cemetery. The ceremony was most impressive with its Buddhist chant, as the sun went down across the desert, a coyote howling in the distance. It was felt that one of the Project's early crises had been surmounted. But along about midnight it was realized that no plans had been made to cover the grave, so the Project Director and the author wielded shovels in the light of the desert moon to give a decent burial to this emigrant from the Land of the Rising Sun.

This incident is cited to show but one of the myriad of problems encountered in establishing an organized community out of a primitive situation which had neither physical facilities nor social organization.

This is the Minidoka Project of the War Relocation Authority. It is one of ten such projects established by the federal government to begin the process of relocation and reintroduction of the Japanese-Americans into our democracy after they were forced to leave the Pacific states by the military order of General DeWitt.

These people, the majority of them citizens of this country, are as true casualties of war as the evacuees from Germany or the bombed sections of London. They were uprooted from their homes—pulled like radishes from a garden, the earth of their possessions shaken from them. Now the process of re-establishment requires that the earth of security be built around them. A sense of security must be re-established so that there is courage to go on and out. Security cannot become paternalism which leaves people with a fear of venturing into new communities and new situations. They must be given the impetus to start life anew and there must be acceptance by the communities to which they will go, which will permit them to take their rightful place in these new communities, else our vaunted democracy will be exclusively for the white race instead of a place and a way of life where the four freedoms flourish for all who are entitled to them.

The primary function of the War Relocation Authority is that of relocation. Nevertheless it is necessary to maintain the people on the projects in a reasonably humane manner during their stay. The Minidoka Project, an area of some 7 by 20 miles, contains a community of 36 blocks. In each of the blocks there are 12 barracks, divided into 6 or 8 apartments each, with a community dining hall, utility room and recreation hall

for the residents of the block. The blocks were designed to house approximately 300 people. Each so-called apartment is a single room with a pot-bellied stove, and a cot and two blankets for each individual. The buildings are board-siding covered with tar paper. The community proper extends for some three miles and is a completely self-contained city, with a barbed-wire fence surrounding it and its entrances guarded by the Army.

No complete description of the problems encountered or the approach made to the solution of those problems can be elaborated upon in these short notes. It is particularly important to mention, however, that in the establishing of the pattern for the projects, there was consciousness of the need for an objective approach rather than maudlin sentiment. There was an awareness of the necessity for case-handling as the many problems developed. The thinking of the administration in the initial stages helped immeasurably to establish a sound pattern and to crystallize the attitudes of the community along constructive lines.

This is an abnormal community—surrounded by barbed-wire. At the same time it presents a controlled situation, with all of the resources of the administration directed toward the achievement of the relocation objective. This unity of objective makes it possible to focus all of the administrative forces in a given direction, contrary to some normal communities where the many functions of government are often at variance with each other.

The establishment of community organization and social patterns within this society was of early importance along with the rebuilding of the community's social structure. The problem of housing was most acute. The people, arriving at the Project at the rate of 500 a day, were placed in barracks in the order of their arrival and assigned quarters on the basis of the size of the family, rather than by reason of personal desire or normal patterns. They were people who had all the attributes of any other community except that they were completely scrambled as to their associations and normal patterns of living. Since it is a controlled community there is opportunity to make adjustments, to move people, as the need appears; but of course all within the limitations of available quarters.

The lack of privacy is obvious—where families are given one open room with no partitions, or are doubled up, or in emergencies are even grouped together in large dormitories. This leads to demoralization of the family. Add to the lack of privacy the necessity of congregate feeding and the problems of maintaining normal family relationships immediately become apparent. The administration has insisted on the rights of the individuals to what little privacy may exist in their homes, and one of the steps taken to develop some security has been to require that no person may enter a dwelling without obtaining what is in effect a warrant, thereby protecting in a small degree the civil rights of the community.

Under this adverse physical situation, recreation becomes highly significant and greater emphasis must be placed on organized outlets for escape from confinement to offset the lack of living space. Opportunities must be provided for normal courtship and meeting of younger groups outside of the family's single room. Provisions must be made for activity of both children and parents to permit them to escape from each other's close constant contact. Strenuous efforts have been made to develop many functions in as nearly a normal pattern as possible. There have been established social halls, Red Cross agencies, USO units, normal places for religious worship and representation of many of the ordinary religious groups.

Occurrences of crime or delinquency, contrary to expectations, have been extremely infrequent and minor in nature. Treatment can follow whatever method is deemed the best solution in each instance for there are no mandatory statutes. Punishment becomes a matter of social adjustment rather than a punitive measure.

Parental supervision among the Japanese was at one time more rigid than in the normal Caucasian family but has been in the process of changing from rigid controls to a more customary relationship. That the Project provides custodial care, and therefore that the Project administration takes the place paternalistically of the parent, has made for considerable conflict. Parents strive desperately to retain their place while the children move farther and farther away from parental relationships until, in many instances, complete cleavages in cultural patterns are developing between parents and children.

Pre-school, grammar school, high school, vocational training and adult education facilities are present on the Project and directed towards the task of re-introduction of this

group into the community. These facilities are so closely blended with the employment machinery that at times it is difficult to make a distinction between education and employment. Wages are paid in the amounts of $12, $16 and $19 a month plus maintenance, depending upon the skill of the individual, and employment becomes a tool of the administration in maintaining morale or preparing individuals for leave.

The fact that many of these people suffered severe losses in liquidation of their assets makes it necessary to maintain a public assistance program. This program covers the need for funds to travel to new job opportunities and includes also assistance to those who are unable to work and must have funds for their ordinary needs. In addition to the Office of the Counselor, wherein many social service facilities are provided along with distribution of public aid, there is a medical social worker on the staff who works in connection with the hospital.

Many of the parents are first-generation, have emigrated from unpleasant conditions in Japan to this land of opportunity. These "issei" are old now, and it is difficult to expect that more than once in one existence can they up-root themselves, pick up all their belongings, and again start life in a new community. Many have gone out already and more will go in the future. When that process has been completed, there will be still the residual load of the very young, the very old and the incapacitated. Efforts have been made to utilize in every way possible the skills of the Japanese in maintaining and operating the Project. However, there is a conflict between the limited administrative staffs and the objective of relocation. The greater success that is achieved in relocating people the greater will be the problem of administration for the administrative staff remaining.

Relocation is partially a problem of jobs, and matching man and skill to available opportunities. But in this war situation, with a surplus of jobs, it is not so much an employment problem as a task of working out the mass of administrative machinery necessary for clearance and, even more important, for the building of courage to begin a new life after the *roots are once dried;* a problem of developing community acceptance for an unknown and strange people, of finding satisfactory housing, of helping with the family adjustments necessary to the venturing out of the wage-earner, and to the temporary separation from him. Relocation includes the problem of securing family acceptance of the separation of young men and girls from their parents as well as of helping the family to venture as a unit into untried conditions, of family planning for the whole group. It also involves extensive social judgment as to whether or not individuals are good relocation risks. The Leaves Office must exercise considerable judgment as to the social adjustability of the individual applying for relocation.

All this is preparation for leave, and at the other end of the journey there is much to be done to make the setting a productive one, and one in which the individuals can have normal outlets and live normal lives. We must plan to avoid the "little Tokyos," those vicious spots where individuals, because of lack of acceptance and for reasons of self-protection, have concentrated themselves into tightly knit communities and where, by reason of necessity, they become social and economic competitors, resulting in increasing community resistance, lack of Americanization, and social inbreeding. And yet people cannot be so scattered that there is no possibility of social intercourse with members of their own race; they must be permitted to live within "courting distance."

Most of the Japanese-Americans have lived exclusively on the West Coast, within narrow bounds, and there is a very real problem of educating them to conditions in other parts of the country. Many have never travelled by train and it has been necessary to establish a Travel Counselor who advises on schedules and rates and kinds of facilities.

We all know the difficulty that we have administratively under normal conditions in helping any family to move to a new locality. The problem of relocation we are dealing with now is that problem multiplied many times, and the preparation of individuals mentally and physically is a tremendous task.

All of the efforts of the War Relocation Authority must be made to mesh with the requirements of national security. Close relationships are maintained with the Federal Bureau of Investigation and the Offices of Naval Intelligence and Army Intelligence, so that no person who is deemed in any way harmful to this government and its war effort will under any circumstances be released. No one can deny that the vast majority of the Japanese-Americans are loyal to the aims of our government, and yet it cannot be denied also that some few would prefer to remain Japanese in nationality. We must make a distinction between Japanese-Americans as a

race and Japanese as a nationality, and separate the sheep from the goats by discriminatory judgment. Efforts are being made to run the various projects in a manner which will leave the fewest scars. But social workers throughout the country, outside of the relocation centers, have not been adequately aware of these new people coming into their communities, nor have they interested themselves in the problems which this group presents. This Project is a sociologist's and social worker's nightmare and opportunity.

Conference on Nursery Education

Five members of the Boston chapter served as AASW representatives at the 10th biennial conference of the National Association for Nursery Education held October 22–25 in Boston and attended by representatives of many organizations interested in this subject, including the Child Welfare League, the National Committee for Mental Hygiene, National Organization for Public Health Nursing and the American Nurses Association. These five members, who took part as discussants in conference discussion groups, were: Jean Kellock, Abigail F. Brownell, Mary Darragh, S. Max Nelson and Ruth S. Stone. Miss Kellock, who was chairman of the group, has prepared a full report with the help of Miss Daragh, and the main body of that report is reproduced below.

PRIOR to the conference Dr. Ernest Osborne of Columbia University, Chairman of Discussion Groups for the conference, had made a survey of sixteen areas where child care programs were in operation, and reports on this survey formed a basis for discussions in the conference groups. The survey most interesting to social workers was one on cooperative relationships between education and social work in a parent counselling program. This described a cooperative arrangement between a board of education and the council of social agencies in an unnamed city in a day care committee on which both were represented. As a result of this subsequent survey of one of the neighborhoods in that city a school age program was set up at one of the local settlement houses and the services of a case worker were secured.

After a short period the board of education took over the existing WPA nursery schools to operate as day care centers for children of working mothers, and asked the case worker to extend her services to these centers. The working out of the function of the case worker, in spite of the fears of the board of education that she might delve too deeply into family problems, and the case worker's own uncertainty of the limits of her service, was a triumph of good judgment and adjustment on both sides. The newness of social work in this setting contributed to the lack of clarity of the case worker's function. She was expected to interview parents and determine the fee for each child. Some misunderstanding arose between the directors of the centers and the case worker over the basis for determining fees as well as over the fact that sometimes, after consultation, parents decided not to enter their child at the day nursery. This was disturbing to the board of education when numbers of children using the centers and receipts from parents were falling far below their anticipations.

Later, when Lanham Act money was secured in this community, and this was granted with the services of a case worker omitted as unnecessary, the board of education appealed to the council of social agencies for continuation of case work service. A plan was worked out by which various agencies granted specified time of a day and a half per staff member to work at the day care centers, the original consultant acting as a coordinator of the case work service and as the liaison person with the board of education.

This produced a fairly good set-up, but one not without some negative as well as positive factors. The case worker's knowledge of community resources and skills in family counselling were made available to the parents and were valued by some of the day care directors. A big disadvantage was found to be that case workers were not directly connected with the board of education and were thus removed from some of the community pressures involved in setting up a program of a public agency. Another disadvantage was the great variation in the quantity and quality of the

counselling service. This depended in large measure on the understanding with which the director of a unit would make use of the case worker's service, and lack of previous experience in working with social workers made it difficult for some directors to use this service effectively. The worker was not sure of the part she was expected to take in the nursery school program beyond the point of intake. It was felt that this was an area that needed further exploration if case workers and nursery school directors and teachers are to work together effectively in a nursery school setting. The case worker needs to recognize the need of the directors and teachers to be close to the home situation and to make home visits, while the directors and teachers need help in learning to recognize the kinds of family situations which they cannot handle and which should be referred to the case worker.

The general conclusion of nursery school teachers seemed to be that case workers need greater flexibility to work acceptably in a nursery school. From our point of view, it would seem that the whole question should be explored as to whether a social worker can work in a setting where she is not an intrinsic responsible part of the function of the agency. Certainly there seems to have been some difference between the goals of the social worker in her family consultation and the immediate goals and needs of the education authorities and nursery schools whom she was serving. Perhaps referral of parents by nursery school directors to family agencies for help in working out their persisting problems would be a possible solution. One need urged by Dr. Grete Bebring out of her experience in the London war nurseries was that there should be a better exchange of information between all members of the staff and frequent staff discussions to clarify fundamental goals and philosophy, for example whether the goal is to give the best nursery school training to every child who comes to the center or whether the fundamental goal is to strengthen family life by giving nursery school training to every child for whom this is the best plan as a part of the total family picture. Running through this discussion, of course, was recognition of the practical problem of meeting the war industry manpower needs.

With this and the other phases of nursery school development—their hasty organization, the problem of securing adequate and suitable housing, personnel, equipment, community backing and parental participation—as an over-all background, the discussion groups attacked these and other problems from the point of view of the interests expressed in each group. The need for continuing and intelligent interpretation by the social worker of her skills and training in other than a relief giving function was brought out in several groups. Experiences described by members of one group indicated that where the demand for day care centers started outside the professional group, more success was recorded than where it was worked out on a professional basis. This seems worth thinking over. In another group a social worker described good community organization methods applied to the many local day nurseries growing up in the area under varying and often poor auspices, in helping their personnel to learn better child care methods through giving consultation and information on their problems.

The conference closed with a summary of the highlights of all of the discussion groups by Roma Ganz of Teachers College, Columbia University. Prominent among these was the need of families to have counselling in family problems. Running through all of the group discussions was the realization that we are dealing not only with wartime problems but, fundamentally, with persisting unfulfilled child needs. This reinforces the need for planning, financing, and community understanding based not on temporary emergency measures but on a long-time community perspective.

The impressions of the committee members were that the conference was stimulating in its promotion of free discussion and pooling of information and experiences by people of many different branches of the health, social work, nursing, public housing, and teaching professions regarding the present and continuing problems of early child care. There was a most courageous facing of their situation as it is by nursery school teachers and directors and a recognition of the pioneering phase which nursery schools are in. They are facing the fact of lack of widespread acceptance of good early child care standards and exploring ways of educating parents and the general public. Current interpretation of day care programs as a contribution to the war effort instead of in terms of its services in meeting children's needs seemed to the groups a great liability in characterizing them as temporary and giving little basis for long-time planning.

A Strategy for Social Workers

R. CLYDE WHITE, *Professor of Social Service Administration, School of Social Service Administration, University of Chicago,* *suggests some specifics for an AASW program to "sell" social workers. Mr. White has some clear cut opinions about what is needed to establish the profession as an acceptable and essential one. In publishing this article* THE COMPASS *recognizes that there are real differences of opinion among members as to both the nature of the problem and desirable solutions. It looks forward to use of its pages for further discussion of this important subject.*

From the date of its origin in 1921 the American Association of Social Workers has been struggling to define its strategic position in the national social work scheme. It has ridden all the horses, and sometimes each horse has run in a different direction. The consequence is that we, the members, have been confused, contentious and too often ineffective. I have observed and participated in the activities of the Association for seventeen years, and, as one of the frequently confused, I should like to set down what seems to me to be the principal issue.

As a concession to the times, I should like to employ two military concepts: strategy and tactics. It is not proposed that we recast our technical vocabulary in military terms or that we don uniforms and wear Sam Browne belts. But the terms strategy and tactics are very old. They serve to classify and clarify the two major aspects of military activity. The general meaning of the terms may be applied to other social activities. Strategy refers to the structure of a military plan—including geography, communication, national characteristics of the enemy, and the component arms of the service—which at the start puts the enemy "in a hole" from which, if tactics be adequate, he cannot extricate himself. Tactics is operation in the field and within the limits inexorably fixed by the strategic plan.

Now let us look at the social work picture. Social workers believe deeply that they are practicing a profession, even one which can be called a learned profession. They believe that this profession came into existence as a means of providing the social services which people need for the protection and enhancement of individual and community life. The profession of social work was not conjured up by the imagination of a clever promoter. It has grown out of the experience of countless millions of people through the centuries of struggle toward a better life for all people. It has grown as medicine grew, or as the teaching profession grew. Yet it is a commonplace to say that the public does not accept social work as a profession in the unqualified way in which it does accept medicine and teaching. Probably ninety per cent of the population today believes that any kind-hearted person can do social work. Our professional claims, and too often social welfare programs themselves, are the butt of ridicule, slander and vituperation. Politicians believe they can, and they do, gain votes by ridiculing social work and social workers. Why is this? What is the matter with us? Are we buffoons? Do we harm the community? Do we steal, exploit, loot or murder? No, of course we do none of these things. What we have failed to do is to "sell" our profession to the public.

From the viewpoint of social work strategy —i.e., a frame of reference within which social services may be authorized, paid for and performed with professional skill—we have four types of social worker organization. At one time or another each type tries to be the other three as well as itself. These types of organization are concerned with (1) promotion of public and private instrumentalities to meet recognized needs, typified by the annual or special social work conference; (2) pressure for the improvement of salary scales and working conditions of social workers, illustrated by the social worker unions affiliated with the CIO or the AFL; (3) professional education, as represented by the American Association of Schools of Social Work; and (4) standards of professional practice, as represented by the American Association of Social Workers. Here are four major aspects of social work which might be regarded as a sort of strategic parallelogram within the boundaries of which our practical problems lie and our verbal and political battles occur.

Any practical welfare problem of the nation, state or local community may involve all four aspects of social work strategy. Conceivably, these four types of social worker organization could be consolidated and form a single national-state-local organization, in which case the special aspects would constitutute operating divisions. That might even improve efficiency, but the fact is that we have the four types of more or less independent organization each with its own history and sentiments. The vested interests of the several types of organization are too important to change quickly. We shall, therefore, probably have to accept multiple organization and multiple membership dues as inevitable.

But we can define the strategic functions of each type of organization, and then each group can concentrate upon that sector of the general scheme for which its traditions fit it. Certainly, the AASW should be concerned about social work policies, programs and agencies, but these are the primary concern of the conferences and the secondary concern of the AASW. I hear already a chorus of dissent, charging narrowness, sabotage, treason and other high crimes. The fact remains, however, that, if the AASW could bring about the acceptance of social workers as useful and necessary professional persons, the programs and funds for financing social work could be obtained with much greater ease. Compared with the battles over the financing of the public social services, the financing of public education is not a serious problem. When educators testify or come out for some additional program, they are listened to with respect. They may not get all they want, but they are not treated as crackpots, while social workers in comparable situations are often so treated. Yet social services—to maintain physical, social and mental health—are not one whit less important than education. Indeed, they are prior, for without health, education is impossible. This public relations problem of social work personnel is right in the lap of the AASW.

Social workers are so prone to idealize their jobs and to assume, therefore, that the public must accept these jobs at their own valuation, that it would perhaps be in order to mention a few recent occurrences as an aid to healthy disillusionment. A few months ago one of the good metropolitan newspapers carried an editorial on the demise of the WPA, but the last two paragraphs were devoted to the social workers. The editorial noted with resignation that social workers are probably here to stay and that, hence, something, such as licensing, should be done about them lest they become a public menace! The Governor of Illinois has done everything possible for the last two years to emasculate the state civil service system so that he could have more openings for patronage appointments, and the public welfare services, including the state hospitals and prisons, particularly attracted his attention in this respect. The Indiana legislature has had a committee to investigate the public welfare services, and they have been going around the state holding closed sessions and usually calling one witness at a time. There has been no evidence whatsoever that they have any interest in improvement of the public welfare services. All they want is crackpot testimony, or a slip-of-the-tongue remark which will give the politicians an excuse for yelling waste, bureaucracy and communism at the social workers during the election campaign in 1944. They have asked leading questions in an effort to trap the social workers into saying or inadvertently hinting that the principle of the merit system for selecting employees is bad. Has any social worker heard of this kind of a legislative investigating committee within the last 25 years going around to look into the schools and the teachers or into the courts and the lawyers? On the other hand, can any informed social worker remember in the last ten years when in some part of the country a committee was not either in existence or proposed for the investigation of social work and social workers? It is time we did something about this public atmosphere.

The AASW can do something to educate the public about the services which social workers are equipped to give and do give people of all classes and stations in life. By so doing it will create the social atmosphere which will bring plenty of students to the schools of social work without any *ad hoc* recruiting program; it will make easier the job of the unions, which is to raise salaries and improve working conditions; and it will make the annual conferences real national and state events instead of mere junkets. The public must know enough about case work to understand what it can give people—the esoterics among our membership to the contrary notwithstanding. The nature and values of group work must be clear to the man on the farm and in the street. The methods and purposes of community organization should be as well understood as the school system. These are primarily the jobs

of the AASW, and it can do them if it is willing to use obvious, demonstrated, practical methods and concentrate its efforts and some of its budget on this objective.

I want to propose "The Strategic Function of the AASW" as a subject for discussion in and action by the local chapters this year. It should be done now, because the need for professional social workers after the war is going to be vastly greater than it is at present. In order to do our job best we need to whip the public relations problem now.

To "sell" the people on social work and social workers, to create respect for our professional job and skill, will cost a sizable sum of money. It will cost perhaps an average of $30,000 a year for four or five years—possibly more. Where can we get this money? There are several ways. I shall suggest a few. First, the budget could be raised by appropriating $15,000 of the regular income of our national office each year for a five year period and then asking the members to make a special donation of $2 per member per year toward a national public relations fund. Second, an appropriation of $15,000 from our national income supplemented by an effort to match it with funds from foundations or other large donors. Or, third, ask the members to assess themselves $3.50 each per year for five years for the good of the order. Any one of these things can be done, if the national leaders of our profession want to do the job and do it well.

But the AASW cannot operate a public relations program itself. It does not have the connections with press, magazines, radio, newsreel and movie which are necessary. Furthermore, we cannot be objective about either ourselves or our work. We shall have to engage a firm of public relations counsellors who are equipped by viewpoint, staff and connections to do it. I have spent several hours discussing this problem with one such firm, and I am convinced that they, or another like them, could do a first rate job for us.

It all depends upon us. Do we believe in our profession enough to dig down in our pockets—corporate or individual or both!—and pay the price of professional prestige? Can we escape our own state of complacency about ourselves? Are we modern and realistic enough to adopt modern and realistic means for the accomplishment of purposes which we believe to have basic social value?

A GUIDE FOR COMMUNITY PLANNING

The Public Administration Service has just issued a publication, *Action for Cities, A Guide for Community Planning,* which should be of interest to AASW members concerned with the organization and planning of social services at the local level. Unique feature is the section on Community Welfare Services. That local units of professional social work organizations are not included in the suggestions for sources of assistance and advice may place an extra burden on those groups to clarify their role in planning and policy making and to contribute to the fullest possible extent of their special knowledge and experience.

Foreword of the pamphlet indicates: "This publication is a guide to community planning and we hope it will be used as such. It is neither a manual nor a textbook on the technique of community planning. It does not answer all of the questions and it will not substitute for experience or thinking or hard work on the part of the community's citizens and officials. Since every municipality has its unique problems requiring individual treatment by persons on the scene of action, it is not anticipated that the guide will provide a fixed or rigid formula which can be applied in the same manner to every situation."

Origin of the pamphlet was work undertaken by the National Resources Planning Board, through its Urban Section, which, in the light of wartime disruptions, developed a technique for preparing plans by progressive stages "in an attempt to obtain a simple method by which citizens and officials of a community might mitigate the results of hasty local decisions based on insufficient consideration for future development." The technique was tried in 3 cities and *Action for Cities* "reflects the actual working programs of the three demonstration projects as they were reported by the technicians."

Copies of *Action for Cities* are available from the Public Administration Service, 1313 East 60th Street, Chicago 37, Illinois, at $1.00.

SOCIAL WORK IN THE SECURITY PROGRAM

(Continued from page 6)

general one and shared to a degree by many social workers, however nonsensical it may sound when stated in this fashion. In Great Britain there has been no extensive use of social workers in either the assistance or insurance program. There has also been much less of the contrast between needs and rights in England than there is here. But it has been interesting to find Sir William Beveridge and his associates, as they have spoken in public meetings in this country, under some constraint to explain that the security program is not destructive of individual initiative and character. They are, I believe, reacting to a fundamental lack of acceptance of the security program in this country. But private commercial insurance is so completely accepted here that its popularity carries over to the insurance features of the Social Security Act and stops short of such features of social insurance as government contributions, or dependents' allowances, with which the British have no trouble at all. An insurance program is supposed to be self-disciplining also. Not so, assistance. It is, also unlike assistance, supposed to require a minimum of individualization, if any. Just why the determination of availability for employment, for instance, should require less individualization than determination of need has always been a mystery to me. Some clue may be found in the fact that social workers, having been employed to protect the public assistance purse, have discovered and revealed the complexity of need determination. They have also invented methods and procedures for simplifying (and in one or two respects, I fear, complicating) the task and teaching its performance to vast numbers of sub-professional staff members. On the other hand, determination of availability for work has rested on the rather naive assumption that if a person reports at regular intervals at the employment office and asks for a job, he is ipso facto "available" and if not hired by a prospective employer, may continue to draw benefits in peace and security to the legal limit of his claim. To put it another way, responsibility in the case of the insurance beneficiary is assumed to rest chiefly with him,—in the case of the assistance recipient, chiefly with the administration personified by the social worker. I am, as you can see, attempting to discover the logic or motivation of a system which utilizes social workers in a fairly generous way in one form of security and fails almost universally to use them in another. A similar examination of the correlative logic of client and worker would yield startling results. In each service, it is probably assumed that social worker and claim agent respectively are weeding out ineligibles one by one, according to plan. The beneficiaries (sometimes the same person) must wonder, and some have so expressed themselves—why they are treated to such inquisitorial refinements in one service and such debonair routines in another. They doubtless react accordingly. What really happens varies in accordance with the skills employed. At best the skill of the social worker is effectively employed not when he appropriates responsibility for eligibility determination, but when he delivers to the client and assures his acceptance of his proper share of that responsibility. This may be accomplished one by one, but it is also achieved by reasonable and understandable policies and procedures, and public interpretation of these. And the entire process can be destroyed by failure to invest administrative activity with the same skills and purposes as are utilized at other levels. The use of social workers in greater numbers in assistance than in insurance is justified only to the extent that it has been more difficult to persuade the average assistance recipient than the insurance beneficiary of his rights and correlative responsibilities.

What I am saying, then, in answer to the first question is that if social work is a skill in releasing human capacity, it has a role at least as important in the administration of insurance as in assistance.

Can social work function where it is not the only or dominant skill?

This is a more difficult question than the first because social work has developed a peculiarly proprietary attitude toward the social services. Perhaps because it has occupied a vanguard position in the understanding of human behavior, it finds it hard to believe in its own success in stimulating the social consciousness of others. Thus a lawyer interpreting the rights of the individual may appear merely legalistic to our profession

when in reality he may be more profoundly social in his advocacy than we are. A doctor may appear lacking in social perspective when he focuses his attention on the patient and his disease rather than the patient and his family. This is the stuff of which professional intolerances are made. We are learning rapidly, as are the other professions, something of the essentially social character of all the professions. Our difficulties in relating to other professional skills are more temperamental than fundamental. Our real problem is one we share with other professions. All the professions, with the possible exception of the ministry, have made a common error, i.e., that of yielding to lay administrators the leadership of institutions in which they practice, under the fallacious notion that a lay administrator may be a more successful protagonist of the professional thesis than one of its own advocates. This has sometimes proved to be true. More often, however, the lay administration has at critical points failed to protect the values involved in professional services and has actually destroyed their effectiveness by being unused to their disciplines, if not at odds with their philosophy.

The conclusion to be drawn from current experience, both in the security program and elsewhere, is that social work can function and is now doing so successfully in partnership with a great variety of other skills. It will doubtless contend for dominance at times. It should be expected to do so, however, only when the dominant role in a program is played by anti-social or anti-professional individuals or groups and should be quick to recognize these tendencies, especially when they are displayed by members of our own profession.

Where can social work skills be most effectively and economically utilized?

a In direct service
  (1) assistance
  (2) insurance
b In supervision
c In method, procedure and other overall administration

The answer to this question is to be found substantially in the foregoing material, but it is necessary to be specific here. Direct service to individuals is most effectively rendered by persons whose education and discipline correspond to that of the well prepared social worker. In both assistance and insurance, service involves two major steps which are inseparable from each other: (1) enlistment of the client (and often other persons) in a process, (2) exercise of judgment concerning the relation of the particular individual to the specific service. Each step is as complicated as the interplay of nerves and muscles in physical activity. Effectiveness and speed or economy of action is a matter of coordination of understanding of behavior, knowledge and acceptance of the function of the service, of internal policies and procedures and outside resources, selective judgment in eliciting and interpreting factual data and rendering correct decisions in a manner appropriate to the individual involved. Books have been written on each of these items, and more need to be written. They add up to a process by which client A is distinguished from client B, B from C, etc., but all treated with equity, an equity which is as apparent to them as to the worker and the public. When any single element in the process is missing, the result is not only an improper decision but lack of equity or lack of understanding or all of these.

It is necessary to reiterate here some of the things that have been suggested earlier about proposed differences involved in adminstering a program involving a means test and a program where this is not a factor. It might be pointed out, however, that the means test, however much it is supposed to be a peculiar attribute of the assistance program, is not as exclusively present there as is often supposed. Slightly inverted aspects of the means test are the credits allowed for dependents under the Income Tax Law, or the allowances provided for dependents of men in the armed forces, or the proposed dependents' allowances in unemployment compensation and the actual survivors' benefits in old age insurance. When once it has been established that the fact of need assumes rights on the part of the individual or family to a meeting of that need, it is possible to proceed to consider need as susceptible of factual determination on as objective a basis as is the factual determination of the existence of the supposed normal dependency of members of a family on its head. The process of individualization in dealing with clients thus ceases to become something different for the assistance recipient from what it is for the beneficiary of insurance.

To achieve this, however, involves not only rigorous discipline on the part of workers who operate in direct relation to clients but constant vigilance on the part of the supervisory and administrative machinery of the program. The purpose of this vigilance is to assure the presence in any program, whether it involves assistance, insurance or other services, of the maximum restorative values to the client, in the administration of the process by which the help of the agency—whatever its form—is brought to the client. In short, unless this process is inherently "rehabilitative," to use the word which is so popular at the moment, no supplementary services, however varied or therapeutic they may be, will have any genuine effect worthy of the effort. Having said this, it must be recognized that the objective sought in placing workers of the disciplines described, in every position involving direct service to clients has, even within the limitations of the assistance program, been found to be impossible of achievement. This does not make it less desirable nor is it necessarily utopian. On any basis of current salary differentials, it would not even be expensive if there were no marked shortage of equipped persons. If choices are to be made, however, as they have had to be for purposes of personnel economy, it is more important to utilize these skills in the supervisory and administrative levels, where they can be employed to teach and invest the operating workers with as much of philosophy and specific skill as can be conveyed in this manner. It is a necessary rather than a desirable compromise and one from which we have moved rapidly away in the assistance program.

I would like to suggest still another choice which might have been made during the years of elapsed experience in the administration of assistance and insurance and one which I venture to make now, even at the risk of some loss of progress in the assistance program, namely, a reallocation of the skills more generously available at the operating level in the assistance program, to the operating level in the insurance program.

At the supervisory level, as has already been indicated, this is even more important and does not, I believe, need expansion here. The area of administrative policy and procedure determination, however, is one that has not been as well staffed in the insurance services as it has tended to be in assistance and, again, issues have been confused by borrowing from one service to another and utilizing personnel in a way that makes available social work skills for the exceptional situations without any adequate provision for distinguishing the supposed exceptional situation in the first place. Thus the social work skills become, in a sense, special pleaders rather than integral parts of the operating and managerial machinery. These skills are essential not only in the building of methods and techniques for distinguishing differences (to the social worker known as the process of individualization) but also in the development of a capacity to imagine how any given legal provision, administrative policy or operating procedure will work in relating the individual beneficiary to the total program. I would, therefore, make still another choice, if choices are necessary for purposes of personnel economy, and redistribute such skills as are represented by positions comparable to that of public assistance analyst or consultant, throughout the insurance services, even again at some loss to the assistance service, if need be.

These are the three areas in which, in my opinion, the utilization of social work skills are as indispensable to the insurance program as they have been found to be to the assistance program. Conceived in this way, the role of the social worker becomes an integral part of every phase of the social security program. One could draw an organization chart showing social workers in a hierarchy of positions at each level in every service, occupying not an isolated nor exclusive role but one in partnership with the other professional and clerical skills, and directed always to the focus described earlier as that discipline which appraises individual capacity and enlists the individual in a cooperative enterprise with the group of which he is a part, in such a way as to promote, simultaneously, his own maximum adjustment and the only genuine economy in the public services.

Association Program for the Coming Year

THE Association's program year 1943–44 was launched in a full three-day meeting of the National Board of the Association, convening on October 22, 23 and 24 in Cleveland, the first such meeting for this year. The Board took many actions related to getting program under way for the year and effecting a workable management plan under the guidance of the Executive Secretary. All but one of the Board members were able to attend the meeting.

The Board devoted the major portion of its time to determining program subjects and activities for the year in relation particularly to the work of the Wartime Committee on Personnel and the Committee on Organization and Planning of Social Services, both of which presented reports which are summarized here along with decisions reached by the Board. This report presents main items which were considered and acted upon; a full record of the proceedings is sent to each chapter and is available to members on request.

1944 Delegate Conference

Significant for program planning for both chapters and the national Association is the Board's decision to hold a delegate conference in 1944. Exact time and place cannot be determined as yet; and it is always possible that the transportation situation will require a revision in plan. Nevertheless, after considering committee reports and problems to be worked on this year, the Board was convinced of the great need for the Association *to meet* and to discuss and make progress on the many crucial issues facing the professional group at this time. There will be a 1944 delegate conference, therefore, its agenda focused on war and postwar issues for professional social work, unless something occurs which makes it specifically impossible.

Membership Issues in the Light of the Mail Vote

The most important single item confronting the Board was the final action to be taken on the results of the mail vote conducted in June on the special study of membership requirements and Association incorporation. A preliminary report approved by the Board was published in the September COMPASS and sent to chapters in September.

After detailed discussion, and work by a special committee between sessions of the meeting, the Board took the following action with respect to the special study of membership requirements:

> **That while the Board views the mail vote as not binding legally, it does recognize the vote as reenforcing Board action in October 1942, approving the recommendations of the National Membership Committee; further that this view does not preclude reconsideration of the membership requirements.**

In its discussions the National Board had before it the NMC's recommendations about the mail vote. The NMC had met in September to review the results of the vote and to frame recommendations about next steps in this area for Board consideration when planning program for this year. Miss Lucia Clow, chairman, presented the committee's report. The Board also had copies of the complete comments submitted by members on the mail vote and a summary of those on the report on the special study sent in by chapters earlier in the year.

The National Membership Committee noted in its report that every effort had been made to get membership participation in the vote; although a different kind of participation might have been secured through delegate conference discussion, particularly with respect to fuller understanding of the meaning of the questions, it was believed that the procedure of the vote made full use of established channels for securing membership opinion on a democratic basis. The report also pointed out that a careful analysis of the individual comments by members revealed that these communications, as well as the previous reports from chapters, had not brought out any evidence which had not already been given consideration by the committee. The National Membership Committee reemphasized its earlier statements that there was not full agreement in the membership and probably never would be on many questions related to the profession of social work. It was clear that many of the comments and the many questions raised during the course of the special study related

to problems which more properly should be dealt with through channels other than the National Membership Committee. The committee had pointed out earlier also that during recent years preoccupation with the specifics of the membership requirements as a basis for attack on the larger issues which need Association attention had delayed exploration of these problems. Because the committee believed it would be a sounder expenditure of Association energy and resources to devote attention to these problems during the coming years, it recommended that the Board accept the results of the mail vote as the best indication of the expression of membership opinion that it is possible to secure at this time.

Points brought out in the Board's discussion included:

That it was difficult to phrase questions for a mail vote in such a way as to insure complete understanding of the issues being voted upon, since they must be answerable by a simple "yes" or "no."

That the lack of participation was due to confusion on the part of many members regarding the need for consideration of alternative proposals; a negative vote on the questions was not completely satisfactory because it did not provide opportunity to vote for or against specific alternatives in the present requirements. It was also felt that some members failed to participate because of a belief that this method of deciding the question was not the best in view of its importance.

That the results might be considered to provide a fair cross section of opinion since many members who did not vote were probably uninterested in the subject.

That the delegate conference method also was not in itself a perfect means for securing membership opinion and that although the ballots cast in the mail vote were far less than the required majority, the number compared favorably with the number of votes cast in an annual election, in which approximately one third of the membership usually participated.

The Board considered the relation of its overall action on this part of the mail vote to the retention or elimination of Section 6 of the membership requirements. The 1941 Delegate Conference had authorized the elimination of Section 6 as soon as membership action had been taken on the National Membership Committee's report on the special study of the membership requirements. Since the mail vote was recognized as not binding and in that sense therefore not membership action, the Board agreed that the current membership requirements were still in operation, including Section 6.

Wartime Committee on Personnel

A report on the activities of the Wartime Committee on Personnel was given by Miss Harriett Bartlett who is chairman of the committee. During the past year the committee had engaged in the following program of activities:

1. Preparation of a statement of essential services and training needs in social welfare at the request of the Office of Community War Services as a basis for a statement which was later made available to the War Manpower Commission.

2. Cooperation with representatives of the national functional agencies in the preparation of occupational definitions covering the social welfare field, for inclusion in the supplement of the War Manpower Commission's Occupational Dictionary.

3. Cooperation with the Office of Community War Services in formulating a request for federal aid for school of social work scholarships, later incorproated in a bill supported by the War Manpower Commission.

4. Assumption of responsibility for first steps in dealing with a national recruiting program for the field of social work through employment of a qualified person to work full time for a month in 1943 to set up the plan, define procedures, work out methods for dealing with inquiries, stimulate the formulation of local committees and to assemble and prepare material to be used by local recruiting committees, the Office of War Information and other publicity channels.

5. Formulation of standards and principles relating to recruiting, training and personnel to provide a sound basis for action and to be used in dealing with national public and private agencies on personnel problems in wartime.

Miss Bartlett indicated that representing as it does the professional associations, the Wartime Committee on Personnel focuses its efforts on increasing the supply of workers trained in graduate schools of social work. In doing so, however, it recognizes a responsibility to the overall problem of personnel and training in social work. As professional bodies the participating associations in the Wartime Committee on Personnel have a special concern for the quality of service in the field of social work. This means a concern for the people who are being employed and the people who are being served. Since the membership of the associations covers all areas of social work practice, the committee has a broadly inclusive scope and responsibility.

Program for the coming year, Miss Bartlett reported, has been planned to focus on three

phases. Work will be continued with representatives of the national public and private functional agencies in working out a solution for the problems related to maintenance of adequate personnel standards, training for social work positions and recruiting. In the first phase, special attention must be given to the development of more effective methods for the employment of social work personnel. This will involve further work on the establishment of job classifications, more effective utilization of personnel in relation to qualifications, definition of new needs in the field, and consideration of plans for the establishment of nationwide channels for placement of social workers.

Under training there is need for working out arrangements by which the developments in practice can be translated into necessary changes in curriculum. Plans for refresher courses for training personnel facing new situations and carrying new functions will receive committee attention; also plans for programs of inservice training, educational leave, means for increasing the amount of scholarship aid for education for eligible personnel now entering the social work field. Experience in connection with the recruiting program points up the need for preparation of additional material and giving direction to the local recruiting committees in carrying on their work. It is hoped that arrangements can be made for a full time paid staff person to assume primary responsibility for the recruiting phase of the committee work so that the momentum which has been started will not be lost.

Activities of the committee up to the present time have indicated clearly the value of a coordinated approach by the five social work organizations in dealing with the many problems resulting from the growing pressure of the war. The National Board took action to continue the Wartime Committee on Personnel as a committee of the AASW and the principles which had been developed to govern the committee's program and procedures. Organizational plan for the committee was described in the September COMPASS and also in a bulletin to chapters on August 10th.

Organization and Planning of Social Services

The Board heard also a report from the Committee on the Organization and Planning of Social Services whose work had been focusing on: (1) encouraging chapter discussion of the problems related to the organization and planning of social services; (2) promoting individual thinking on new developments in the social work field through COMPASS articles and other means; and (3) working as rapidly as possible toward such action as the national Association might take to influence developing programs.

The committee's report described activities undertaken in line with the first and second phases of its work which had resulted in materials for chapter and membership study. The committee had recommended that material being published in THE COMPASS on new frontiers in social work be prepared for publication in pamphlet form.

In the early summer the committee had decided that it work during the remainder of the year should be devoted to achieving the third objective. A steering committee was appointed, composed of Dorothy Kahn, Donald Howard and Peter Kasius, to consider areas in which the Association could function most effectively by bringing its influence to bear on national programs. The following areas were recommended for study: full employment, social security, vocational rehabilitation, foreign relief and rehabilitation administration, medical care, service to youth, problems of demobilization, relation of social work to labor and industry. Because there was concern that the position of the Association on the developing foreign relief program should be made known as early as possible the steering committee gave its attention to the identification of principles in this area. After much discussion and study, and conferences with Harry Greenstein, Fred Hoehler and Hugh Jackson, who are members of the Office of Foreign Relief and Rehabilitation Operations, a suggested statement of principles was drawn up, and submitted to the Board after consideration by the full Committee on Organization and Planning.

This statement of principles was before the Board at this meeting. The Board discussed in detail the content of the statement as well as the method of procedure to be followed in taking action about current issues which fall within areas where there are no policy statements formally approved by the Association. It was recognized that under normal procedures a statement of principles would be prepared by a committee established by the Board, opportunity would be given to

chapters for review and discussion of the principles, and final action taken at a delegate conference. The many rapid developments now taking place indicate that if the above procedure has to be followed the Association may not be able to take effective action. The results of the Board's deliberations were as follows:

1. Reconstitution of the total Committee on Organization and Planning was authorized and the plan approved to set up subcommittees in different sections of the country to work on the various subject areas.
2. The Board recognized that because of limitations of staff, work could not be done on all of the areas identified by the committee and recommended that it be done in the following order: foreign relief, social security and medical care, vocational rehabilitation, service to youth, problems of demobilization, relation of social work to labor and industry, full employment.
3. The Board granted to the Committee on Organization and Planning power to act for the Association on matters within the framework of existing statements of principle approved by the Association and, in other areas to act for the National Board after approval by the Executive Committee, recognizing the need at all times to keep the National Board and the membership of the Association informed of its activities.

Social Work Practice and Education

The Board recognized, in the light of discussion of committee activities during the past year and notably the recommendations of the National Membership Committee in its report on the special study, that there was urgent need for study by the Association of social work practice and education. It was agreed that the Association needs continuous planned study and action in this area so that there can be developed a greater understanding of the standards, objectives and problems of professional education and more effective relationships with the AASSW on matters involving a common interest in professional standards. As a first step in planning a program in this area the Board therefore authorized the establishment of a Committee on Social Work Practice and Education. The committee's assignment has to do with the establishing of a formal relationship with the AASSW, for joint discussion of problems in this area, and working out a plan of operation for the committee, which is to be submitted for Board action at its next meeting.

Other Actions

Other important actions had to do with:

Filling two vacancies in Board membership: Esther Twente, Topeka Chapter, was elected secretary of Association to fill the vacancy created by the resignation of William T. Kirk who has joined the armed forces and whose duties prevent participation. The second vacancy—Board member at large—was also created by service with the armed forces. J. Sheldon Turner, Washington, D. C., Chapter, was elected to fill this position, held previously by T. E. Wintersteen, East Tennessee Chapter, term expiring in 1944.

Electing the Executive Committee for 1943–44, as follows:
Paul L. Benjamin—Philadelphia
A. A. Heckman—Twin City
Major Charles I. Schottland—Washington, D. C.
Claudia Wannamaker—Chicago
Ruth Gartland—Pittsburgh
William W. Burke—St. Louis
Grace L. Coyle, Chairman—Cleveland

Taking steps necessary to complete incorporation of the Association in New York State and dissolving the corporation in Maine, as voted on by the membership by mail.

Establishing a new Committee on Publications which is to advise on THE COMPASS and all other materials considered for publication by the Association.

Determining assignments and general location for all committees, personnel to be appointed after consultation with chapters, committee chairmen, etc. When completed, the full list of committees and personnel will be made available to the membership.

Approving the organization of a *Shreveport Chapter,* covering several parishes in the northwest corner of the state of Louisiana, formerly a part of the Louisiana Chapter; a *Saginaw Valley Chapter,* covering the counties of Saginaw, Bay and Midland, in Michigan; and approving the inclusion of Genesee County, Michigan in the territory of the *Lansing Chapter.* With the organization of two chapters—Central Texas and San Antonio—in the jurisdiction of the former South Texas Chapter, acted on earlier in the year, there are now *94* chapters in the Association.

Social Workers on the Fighting Front

WE HAVE compiled a list of AASW members known to the national office to be in the armed forced of the United States and thought the entire membership would be interested in this information. As of November 1, there were 346 members in the services. New York City Chapter leads with 36 members and Washington, D. C., and Chicago have 20 each.

In the following list, branch of service[1] and rank are indicated where this information was available. For the most part the chapters listed are those with which the members were affiliated before entering the various services, as the majority leave their chapter affiliation there because of frequent changes of address.

Under a ruling of the National Board, members in the armed forces may request suspension of dues if unable to pay because of such service, and the suspension may continue for the duration of their service. A number of those listed below have been given special member status for the second and third year.

Names with an asterisk(*) in front indicate members for whom we no longer have a correct address. If you know of their whereabouts, please send us word.

This list is undoubtedly incomplete and we would therefore appreciate receiving the names of any members in the armed forces who have not been included here. Also we would be glad to have more complete information on those whose rank or branch of service are not now known.

Arizona
Lt. Susan Faherty, WAC

Boston
*Capt. Lisle Burroughs, A
William J. Coyne, A
Capt. P. E. Goodall, A
Lt. A. W. Hennessey, Jr., A
Theodore A. Karam, A
A. Ryrie Koch, A
Lt. Edward J. Power, Jr., A
John F. Roche, Jr., A
Lawrence I. Smith, A
Sgt. Leo F. Scully, A
Cpl. Burchill T. Sweeney, A

Breckinridge (Kentucky)
Pvt. Charles Pierstorff, A

Buffalo
John Walter Anderson, A
Edward G. Lindsay, N
Benjamin Small, A

California East Bay
Auren A. Kahn, A
Lt. Howell V. Williams, A

California Tri-County
Margaret L. Saunders, N
Ruth Louise Sondhaus, N

Central Missouri
J. Louis Browning, A
Capt. Proctor Carter, A
Lt. Alan L. Mayer, A

Chicago
Cpl. Marvin Betnun, A
Francis D. Burke, N
S/Sgt. Alton M. Childs, A
Albert E. Deemer, A
Lt. Louis E. Hosch, N
Frank M. Justin, N
Lt. Theodore N. King, A
S/Sgt. Dean Krueger, A
Lt. Foster L. Lee, A
Allen R. Levin, A
Nathaniel Lipes, A
Lt. John J. Mayar, A
Ensign Francis M. McCarthy, N
Martha W. Morley, N
Gerard G. Neuman, A
Sgt. Edward Perlman, A
O. C. Emil O. Stahlhut, A
William N. Thomas, N
Eleanor M. Witcher, WAC

Lt. Mark T. Goldstine, Jr.
(prisoner of war)

Cincinnati
Nathan Pinsky, A

Cleveland
S/Sgt. Alexander A. Anderson, A
Carroll Colby, N
Stanley M. Cowan, A
S/Sgt. James N. Carson, A
Lt. Herman A. Eigen, A
Lt.(jg) Estella N. Fox, N
T/Sgt. A. J. Gagliardo, A
Pvt. Leonard Goldhammer, A
Lt. Walter E. Klein, N
Cpl. T. Marshall Melpolder, A
Dan Pesuit, N
John J. Pokorny, A
Harold Rivkin, A
Joseph Rose, A
Bert Schwartz, A
Cpl. Abe Vinik, A

Colorado Springs
Dr. Ersel LeMasters, N

Connecticut
Sgt. Francis C. Ahern, A
Lt.(jg) John W. Carey, N
Herbert G. Clark, CG
John F. Fitzgerald, Jr., A
Leo Friel
Cpl. Edward V. Kilduff, A

Delaware
Pvt. Alan Bookman A

Denver
John L. Goetz, A
Guy R. Justis
Cpl. James S. Kern, A
Lt. Harvey Peterson, A
Lt. Mary Nell Stephenson, WAC

Detroit
Ensign Stephen Mroczkowski, N
James H. Norton, A
Harold G. Roberts,
*Bernard M. Segner, A
Pfc. Kenneth Wasser, A

Florida
Capt. Martin A. Fellhauer, Jr., A
Lt.(jg) William Gioseffi, N
Sgt. Irving Rabinow, A
Ruth Rubin, N
Pvt. William J. Silverman, A

Fort Orange (New York)
Major Edward H. Koreman, A

Georgia
Major Elwood W. Camp, A
Pvt. John J. Fitzgibbon, A
Dayton H. Frost, A
Pvt. Paul W. Jacobs, A
Major Benjamin H. Levy, A
Major Arthur W. Nebel, A
*Henry Rightor, A

[1]A—Army; N—Navy; MC—Marine Corps; CG—Coast Guard.

Harrisburg
Chauncey Gunderman, A
Robert P. Holston, A
Lt. Udell LaVictoire, A

Hudson Valley (New York)
Major Alfred H. Loos, A
Harry Townsend
Lt. Marion Wing, MC

Idaho (nonchapter)
Harold A. Taylor, A

Illinois
Charles Dixon, A
John Kahlert, A

Indiana (nonchapter)
Lt. Wendell S. Wright, A

Indianapolis
Charles H. Boswell, N
Sgt. Martin Greenberg, A
Patrick Hassett, A
John Paul Turner, A

Inland Empire (Washington)
Pvt. Chester J. Anderson, A
Edward Stanwood III, N
Sgt. William R. Stonecypher, A
Aletha Winn, WAC

Iowa
Lt. LeRoy Heller, A
Fred Spaner, A

Kansas (nonchapter)
Capt. William H. Stone, A

Kansas City
Lt. Clinton Coble, A
Robert Diller, N
Charles M. Toms, A
Capt. Robert S. Wilson, A

Lansing
Alexander F. Handel, A

Los Angeles
Joseph B. Cherry, A
Lt. Walter Cohn, A
Lt. James T. Dale, A
Pfc. Albert Feldman, A
Lt. Raphael Konigsberg, A
Cpl. John F. D. Marquardt, A
Sidney T. Melinkoff, A
Lt. Beryl Saffell, MC
Frederick A. Schreiber, A

Louisiana
Pvt. Eugene H. Adelman, A
Lt. Keith Courrege, A
Pvt. Irving Gordon, A
Sgt. Harrison M. Kleinpeter, A
Pvt. Walter Kuzmich, A
Ensign Jessie LeBlanc, N
Cpl. James N. McGuire, A
Terry M. McPhearson, A
Lt. John H. Maxwell, A
Sgt. Conrad K. Pierce, A
Janice Simon, N

Lynchburg-Roanoke
Pvt. John N. Pastore, A

Maine
Pfc. Bradford Robinson, A

Maryland
Major George W. Chesbro, A
William N. Chew, A
Bernard J. Cronin, A
Cpl. Robert E. Hadley, A
Joseph A. Meyertholen, A
Lt. Jerome G. Sacks, A
Capt. Theodore M. Willcox, A

Michigan Council
Russell W. Leedy, N
Lt. Curtis Osborn, A
Pvt. Donald V. Wilson, A

Milwaukee
Walter S. Botsford, A

Mississippi
Ensign Lola N. Broyles, N
Pvt. Aaron Paul, A
Lt. Rose L. Durham, WAC

Montana
John K. Donohue, A

Nebraska
Donald D. Day, A
Cpl. Robert M. Harrison, A
Major Ellery E. Kelley, A
Warren Lamson, A
Donald W. Reed, N

New Jersey
Pvt. Arlo Brown, Jr., A
Raymond Gordon, A
Thomas F. McGann, A
Ben Mandelkorn, A
Jacob Nussbaum, A
Ruth F. Reynolds, CG
Lt. (jg) Allen C. Selmin, N
Lt. (jg) William H. Sheridan, N
James J. Tackney, A

New Orleans
Harold Demanade, Jr., A
*Lt. Donald C. Galehouse, N
O. C. Sills, A

New York City
Thomas Bannin, A
Cpl. Basil Beyea, A
Lt. Gordon Blanchard, Jr., N
Stanley Brody, A
Lt. Robert S. Craig, N
Lt. Jerome D. Diamond, A
*C. Walter Driscoll, A
Ensign O. Marshall Dutton, N
Sgt. Mark C. Erspamer, A
Lt. Arthur Farber, A
T/Sgt. Jacob M. Feinsilver, A
Pvt. Kurt Freudenthal, A
Harold Goldberg, A
Lt. Daniel Green, A
Irving Greenberg, A
Samuel Hodess, A
Lt. Saul Hofstein, A
Cpl. Mark J. Jacoby, A
Lt. Col. Abram N. Jones, A
Alfred H. Katz, A
*Edward M. Kenly, A
Sgt. Milton Kurland, A
Lt. Henry Maas, A
Sgt. Julius Mintzer, A
Emanuel Moskowitz, CG
Max S. Perlman, A
Sgt. Edmund C. R. Pollock, A
Hugh W. Ransom, N
Sgt. Philip Reichline, A
Max Richter, A
S/Sgt. Myron J. Rockmore, A
Sgt. Victor Rubenstein, A
Pvt. Sol S. Silverman, A
Cpl. Walter H. Slote, A
Lt. Jack H. Stipe, A
S/Sgt. Kenneth M. Storandt, A

New York Council
Lt. James J. Sullivan, Jr., A

Northern Alabama
S/Sgt. W. Foster Jordan, A
Pfc. James E. Turner, A

North Carolina
Lt. Benjamin P. Groves, A

North Dakota
Cpl. Herman Kovnick, A

Northeastern Pennsylvania
Lt. (jg) Mary F. Coyne, N
Karl F. Glou, A
William Miller, A
Lt. Harold F. Needle, A
William H. Stavsky, A

North Texas
Lt. Julius Bowsky, A
Lt. Harold W. Feldman, A
O. C. John G. Milner, A

Ohio Council
Pvt. Paul O. Josephson, A
Pfc. Francis P. Straub, A

Oklahoma
*Lt. Robert C. Wasson, A

Olympic (Washington)
Sgt. Earnest L. Beamish, A

Oregon
Patrick Hughes, A
Andrew Fred Juras
Sgt. James B. Fitzpatrick, A

Philadelphia
Ensign Margaret F. Becker, N
Sidney S. Eisenberg, A
Joseph Hoffer, N
Randolph E. Wise, A
Lt. Lesser Zussman, A

Pittsburgh
Isadore Elkind, A
Pvt. Edward Foley, A
E. Kimball Gay, A
Bert Gold, A
Capt. James H. McIntyre, A
Lt. Joseph V. O'Rourke, A
Cpl. George J. Wilson, A

Puget Sound (Washington)
Cpl. Tom Coleman, **A**
Ernest F. Witte, **A**
Pvt. Thomas P. Gallagher, **A**

Puerto Rico
*Manuel Rodriguez, **A**

Rhode Island
Robert I. Beers, **A**
Frederick H. Downs, Jr., **A**
Rev. Joseph J. Lamb, **N**
Ensign Ruth H. Reynolds, **N**
Charles X. Sampson, **N**
Anthony R. Stone, **A**
Lt. Miles Zisson, **A**

Richmond
Lt. A. David Bouterse, **N**
Alice C. Evans, **N**
Lt. Morton E. Gottlieb, **A**
Lt. (jg) Raleigh C. Hobson, **N**
Gilbert T. Hunter, **MC**
Elizabeth Walter, **N**

Rochester
Capt. Alden E. Bevier, **A**
Lester M. Chapman, **A**

Sacramento
Rev. Thomas Markham, **A**
Lt. Leslie E. Starks, **A**

St. Joseph Valley (Indiana)
Ensign Charles F. Calvert, **N**
John Duke Ellis, **A**
Lt. Loren J. Hess, **A**
John J. McClurg,
Lt. Damon A. Turner, **A**

St. Louis
Capt. John W. Ballew, **A**
A. David Biatch, **A**
Homer Bishop, **A**
Francis H. Itzin, **A**
Pvt. Harry L. Kaufer, **A**
F. Eugene Kenefick, **N**
Lt. Edward Mueller, **A**
Cpl. Albert G. Phaneuf, **A**
Rev. L. Winfield Wickham, **A**

San Antonio (Texas)
Cpl. Minnie B. Cesar, **WAC**
Cpl. Bryant O. Jones, **A**
Lt. George Newburger, **A**

San Francisco
Capt. Ransom F. Carver, **A**
Lt. James W. Dawes, **N**
Pvt. John C. Kaminsky, **A**
Lt. Sidney G. Lippitt, Jr., **A**
Madge Saunders, **N**
Lt. Peter M. Sullivan, **N**
Barbara White, **WAC**

South Carolina
Pvt. James Edgar Smith, **MC**

Southeast Texas
Lt. (jg) Henry M. Graham, **N**
Major Daniel E. O'Keefe, **A**

Southern Tier (New York)
Louis R. Turcotte, **A**

Syracuse
Lt. William F. Walsh, **A**

Tennessee (nonchapter)
Pvt. Richard M. Seaman, **A**

Texas (nonchapter)
Nathan Hurvitz, **A**
Sgt. Edward N. Pugh, **A**

Toledo
Lt. (jg) Norman B. Finch, **N**
Mary Linton, **WAC**
Clifford A. Straus, **A**
Rev. Clarence J. Yeager, **A**

Twin City (Minnesota)
Major Charles J. Birt, **A**
Reuben R. Goldstein, **A**
Richard Guilford, **A**
William D. Schmidt, **A**
Albert Schrekinger, **A**
Louis J. Schuldt, **A**
Paul M. Segner, **A**

Utah
Bruce Clayton, **A**
Achel J. Leavitt, **A**
*Grant L. Valentine, **A**
Sgt. Clifton F. Ward, **A**
Lt. (jg) Walter Keith Wilson, **N**

Virginia (nonchapter)
William Earl Davis, **A**

Washington, D. C.
Lt. Ruth Brewer, **WAC**
Cpl. Joseph P. Cashin, **A**
Victor Evjen, **A**
Pvt. Richard W. Hall, **A**
Lt. Milton G. Johnson, **A**
Cpl. Herman B. LaSaine, **A**
Lt. A. C. Long, **A**
Lt. Commander Geoffrey May, **N**
Pvt. Raymond H. Mehus, **A**
Lt. Robert Morrison, **A**
Pvt. Harry S. Moore, **A**
Ensign Lester E. Ogilvy, **N**
Charles Prince, **A**
Capt. William H. Savin, **A**
Major Charles I. Schottland, **A**
Ensign Gerard M. Shea, **N**
Ensign Gerald A. Tracey, **N**
John W. Tramburg, **A**
Sgt. Hampton H. Ward, **A**
*Ensign Joseph M. Whelton, **N**

Washington State (nonchapter)
Arnold Franklin Larson, **A**

Washtenaw County
Major Donald L. Miller, **A**
Cpl. Raymond H. Warren, **A**

Westchester County (New York)
Lt. Richard G. Gould, **A**
Walter N. Pippert, **A**

Western Kentucky
Harry Cohen, **A**
Pvt. Raymond Fisher, **A**
Capt. Milton Wittman, **A**

Foreign
Lt. Edwin L. Baron, **A**
Sgt. Lazar D. Brener, **A**
Sgt. John E. Hacker, **A**
William T. Kirk, **A**
Cpl. Samuel Lockman, **A**
Major Chaplain W. F. Mullally, **A**
Lt. (jg) M. Sidney Reiss, **N**
Lt. Tom E. Wintersteen, **A**

CORRECTION: An error was made in listing terms for Nominating Committee members in the September COMPASS. Miss Wilson and Miss Wallace should have been listed as follows:

District 7—Miss Gertrude Wilson, Pittsburgh—Term expires 1944.

District 9—Miss Barbara Wallace, Boston—Term expires 1946.

A REMINDER: THE COMPASS is published six times a year—January, March, April, June, September and November.

Nominative Districts For 1943-44

FOLLOWING are the nominative districts approved by the National Board for the year 1943–44 These districts have been set up in such a way as to divide the total membership as nearly equally as possible among the nine districts. The allocation of chapters within each of the nine districts has remained the same since the nominative district procedure was started in 1939. There have been some changes in the number of members within districts since that time but insufficient as yet to lead the National Board to revise the original plan.

Members are reminded that the purpose of having nominative districts is to provide a formalized means for obtaining wide geographic spread on the National Board and Nominating Committee and for the submission by chapters of suggestions for the national slate. Members of the Board from nominative districts are not district delegates but, like members at large on the Board, carry responsibilities for representing the total membership.

1. PACIFIC AND MOUNTAIN—1360 members

States: Arizona, California, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming.

Chapters: Arizona, California East Bay, California Tri-County, Los Angeles County, Sacramento, San Diego, San Francisco, Hawaii, Montana, Oregon, Utah, Inland Empire, Olympic, Puget Sound.

2. SOUTHWEST AND GULF—1144 members

States: Arkansas, Louisiana, Mississippi, Missouri, New Mexico, Oklahoma, Texas.

Chapters: Arkansas, Louisiana, New Orleans, Shreveport, Mississippi, Central Missouri, Kansas City, St. Louis, Oklahoma, Central Texas, North Texas, San Antonio, Southeast Texas.

3. NORTH CENTRAL WEST—878 members

States: Colorado, Iowa, Kansas, Minnesota, Nebraska, North Dakota, South Dakota, Wisconsin.

Chapters: Colorado Springs, Denver, Iowa, Topeka, Wichita, Arrowhead, Twin City, Nebraska, North Dakota, South Dakota, Dane County, Milwaukee.

4. WEST CENTRAL—1077 members

States: Illinois, Indiana.

Chapters: Chicago, Illinois, Indianapolis, St. Joseph Valley.

5. EAST CENTRAL—1177 members

States: Michigan, Ohio.

Chapters: Detroit, Grand Rapids, Lansing, Saginaw Valley, Washtenaw County, Akron, Cincinnati, Cleveland, Columbus, Dayton, Mahoning Valley, Toledo.

6. SOUTH CENTRAL AND ATLANTIC—1493 members

States: Alabama, District of Columbia, Florida, Georgia, Kentucky, Maryland, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia.

Chapters: Northern Alabama, Washington, D. C., Florida, Georgia, Breckinridge, Western Kentucky, Maryland, North Carolina, Puerto Rico, South Carolina, East Tennessee, Memphis, Nashville, Lynchburg-Roanoke, Richmond

7. MIDDLE ATLANTIC—1104 members

States: Delaware, New Jersey, Pennsylvania, West Virginia.

Chapters: Delaware, New Jersey, Erie, Harrisburg, Lehigh Valley, Northeastern Penna., Philadelphia, Pittsburgh, Reading.

8. NEW YORK CITY and WESTCHESTER COUNTY—1059 members

States: New York.

Chapters: New York City, Westchester County.

9. NEW ENGLAND and NEW YORK STATE—1340 members.

States: Connecticut, Maine, Massachusetts, New Hampshire, New York-upstate, Rhode Island, Vermont.

Chapters: Connecticut, Maine, Boston, Southeastern Mass., Western Mass., Worcester, Buffalo, Fort Orange, Hudson Valley, Rochester, Southern Tier, Syracuse, Rhode Island.

THE Department of Civil Service and Personnel of San Diego County has announced examinations for the position of Supervising Group Worker, salary $195–$232 per month, for which residence requirements have been waived. Applicants must have had one year of study at an accredited graduate school of social work in addition to the completion of a four year college course. There will be a written examination and an appraisal of education, experience, etc., based on investigation, interview and rating of application. Applicants with group work experience or special group study will be given preference. Application forms may be obtained from the Department of Civil Service and Personnel, Room 212, Civic Center, San Diego 1, California, and will be received until further notice.

Materials on the Administration of Relief Abroad

MEMBERS who are working actively on social work questions involved in the administration of relief abroad may find useful some materials on this subject which the Russell Sage Foundation is publishing in a series of occasional papers. The first series has now been completed and includes:

I. **Foreign Relief and Rehabilitation—A Bibliography**—Dealing almost exclusively with materials on civilian relief and rehabilitation, the bibliography comprises two main sections: first, writings on relief problems and issues immediately preceding or arising from the current conflict; second, publications dealing with relief programs related to World War I.

II. **The Near East Relief, 1915–1930,** by James L. Barton.

III. **The American Red Cross in the Great War, 1917–1919,** by Henry P. Davison.

IV. **American Aid to Germany, 1918–1925,** by Sidney Brooks, together with **The Long Mile Beyond Berlin,** by Shelby M. Harrison.

V. **The American Friends in France, 1917–1919,** by Rufus M. Jones, together with **Problems Involved in Administering Relief Abroad,** by Clarence E. Pickett.

VI. **The American Relief Administration in Russia, 1921–1923,** by H. H. Fisher.

VII. **Recent Relief Programs of the American Friends in Spain and France—In Spain, 1937–1939,** by John Van Gelder Forbes; **In France, 1941–1942,** by the American Friends Service Committee.

VIII. **American Red Cross Famine Relief in China, 1920–1921,** from the Report of the China Famine Relief American Red Cross.

All but the first of these pamphlets are excerpts from materials by the authors noted, in line with the Foundation's plan to make available in the Occasional Papers digests of material prepared under other auspices and not readily available. All eight pamphlets may be obtained from the Russell Sage Foundation, 130 East 22nd St., New York 10, N. Y., at a cost of $1.50 for the set or 20¢ each. On quantity orders, there is a 25 per cent discount on 25 or more.

• ● •

THE work of the National Nominating Committee is now proceeding under the leadership of Miss Wilma Walker who was recently elected chairman of the committee according to the procedures specified in the bylaws.

To fill the vacancy on the committee created by the resignation of Elwood Street who has moved from District 6, Richard A. Chappell, Washington, D. C., has been elected by the National Board to represent this district until the next annual election.

Not One of Us

One of these days you may be approached by a man, purporting to be an Englishman, who needs some financial assistance because of a variety of difficulties while in this country, such as losing his wallet and letters of credit. So far as we know he has appeared in several different roles—nobleman, director of a school of social work in London, colonel in the Army. He has a real and considerable knowledge of both social work and psychiatry and uses this knowledge with great skill. Authoritative sources do not substantiate any of this man's claims, and officials are now working on identification.

The Recruiting Kit—material about and for recruiting persons for social work education—has now been issued, copies going to all chapters and to the members and units of the organizations participating in the Wartime Committee on Personnel as well as certain agencies and individuals. Contents of the kit are described below and, as noted, some of the material is available to any member who may on his own as well as through his chapter have occasion to discuss social work with possible recruits.

PIECES included in the kit as material for general distribution to persons interested in education for professional social work, and available in quantities, are:

Lists of Accredited Schools of Social Work, including lists issued by AASSW, AAMSW, AAPSW, and the Conference of Professional Schools of Recreation and Group Work.

Do You Want to Be a Social Worker?, which gives in question and answer form information frequently requested by persons wanting to know more about social work.

Fact Sheet of Information on Social Work, prepared for use by the Office of War Information and giving examples of war services provided by social workers and information about social work in general.

Social Work Fellowships and Scholarships, 1943–44. It is expected that a revised list will be available soon.

Medical Social Work as a Career, a general statement about medical social work directed to undergraduate students.

Psychiatric Social Work, a general statement directed to all levels of interest.

We're Losing an Army, a leaflet published by the AAPSW containing an article from the *Washington Post,* "Neuropsychiatrics By Thousands Inducted, Become Only Burdens."

All in the Day's Work of Miss Morton, a detailed description of certain aspects of the psychiatric social worker's job.

Both a Wartime and a Peacetime Service, an article on psychiatric social work reprinted from "Kappa Alpha Theta" March 1943.

Group Work, an article reprinted from *Mademoiselle* magazine on the job of and qualifications for group work.

Career Opportunities, a leaflet emphasizing the significance of a career in the social services and giving a list of accredited schools, job classifications, and types of agencies in which positions are available.

Social Work—A Modern Profession of Community Service, a leaflet for students stressing selection of social work as a challenging career, and giving selected reading list.

KIT materials directed to committees working on recruiting and therefore not available for general distribution are:

Proposal for Increasing the Supply of Social Workers, a working plan for use by national and local recruiting committees.

Roll Call of Recruitment, summary of recent recruiting activities of AASW chapters.

Suggestions to Speakers in Preparing Talks to Students, an outline of suggestions to recruiting committees in selecting speakers and preparing speeches to be given to high school and college students to enlist interest in social work and in professional education for social work.

Essential Wartime Welfare Services and Manpower Utilization, an outline of a program of action for the social services prepared by the Office of Community War Services of the Federal Security Agency. This material will not be re-mimeographed as it is now quite out of date and some other material will soon be prepared to take its place.

Two AASSW booklets, *The Social Worker* and *Social Work as a Profession* which were included in the kit and also had been sent to chapters earlier are not now available for quantity distribution. Members will be notified if this situation should change.

RECEIVED
DIVISION OF CHILD WELFARE
DEC 3 1943
DEPARTMENT OF PUBLIC WELFARE